

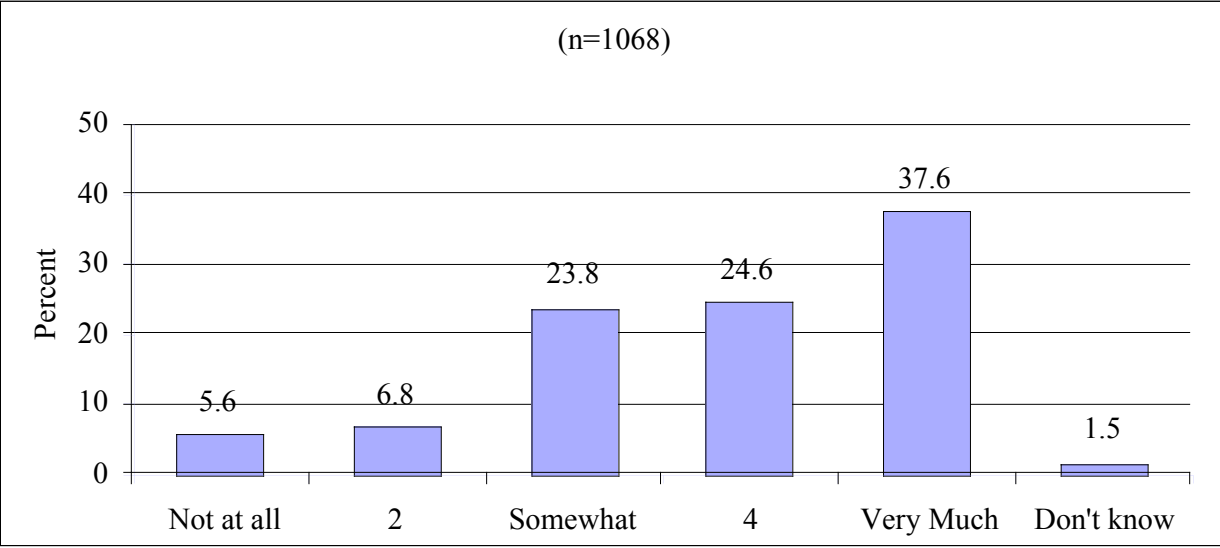
***Goddard Space Flight Center
2005 IDP Survey Results***

IDP Survey: Background and Purpose

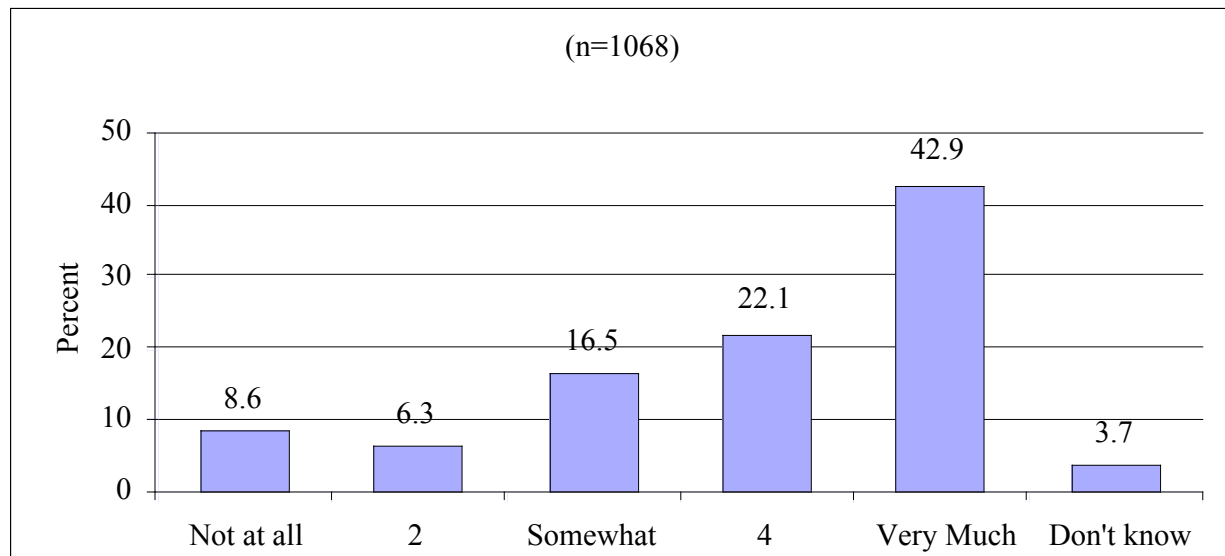
- The class action settlement states “supervisors shall be required to offer employees a meeting at least once per year to discuss and/or establish an IDP.”
- A survey was required by settlement to obtain candid views from employees on the IDP process including whether:
 - the supervisor offered and provided a full and fair opportunity to establish an IDP
 - the process was interactive and the supervisor provided information and guidance about opportunities available and appropriate to serve the employee’s career objectives; and
 - to what extent opportunities and job assignments were available that were consistent with the provisions of the IDP

IDP Survey: Implementation

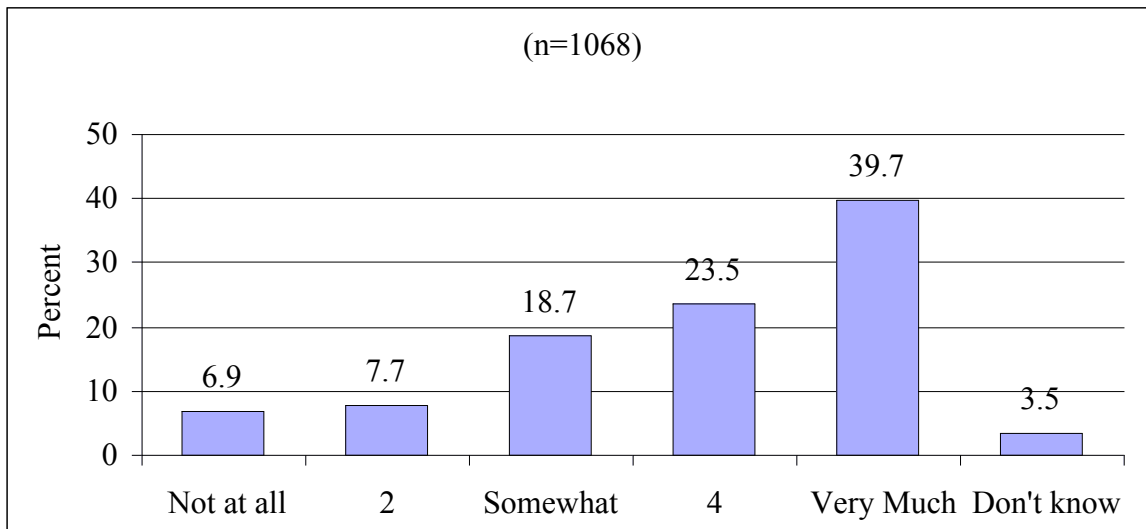
- The IDP Survey launched on December 15, 2004 through February 8, 2005
- The data collection period ended 2/13/05
- 56 questions (closed and open ended)
- The Survey was distributed to 3,392 full- and part-time civil servants
- 1089 responded by 2/13/04 => Response rate of 33%
- 56% completed the web-based
- 44% completed the paper survey
- Aggregate data follows



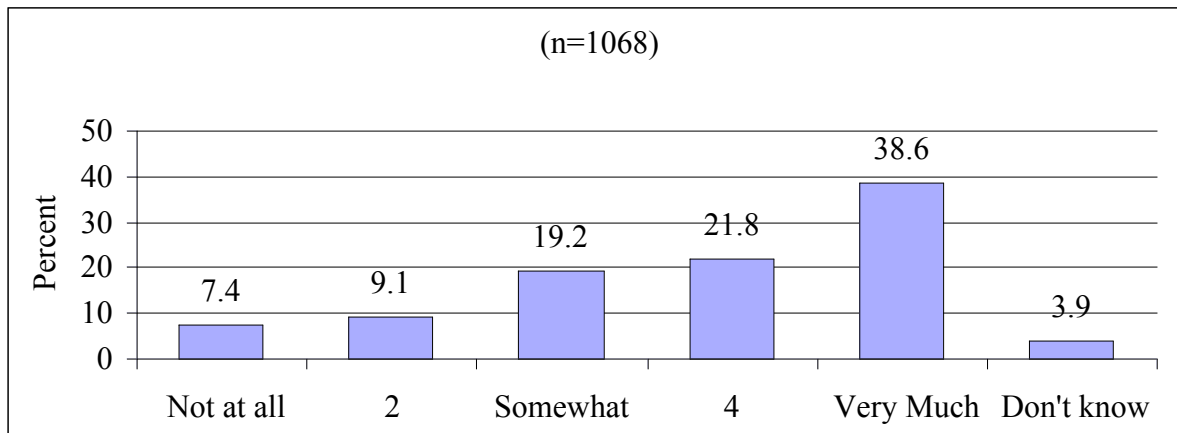
Q15. I know where to obtain the IDP form



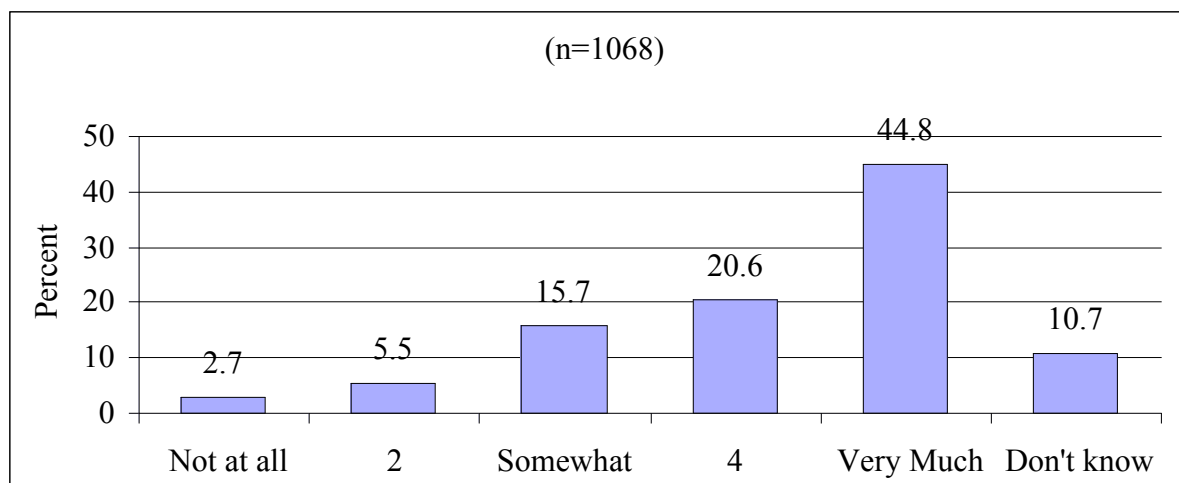
Q16. I know where to obtain information about the IDP process



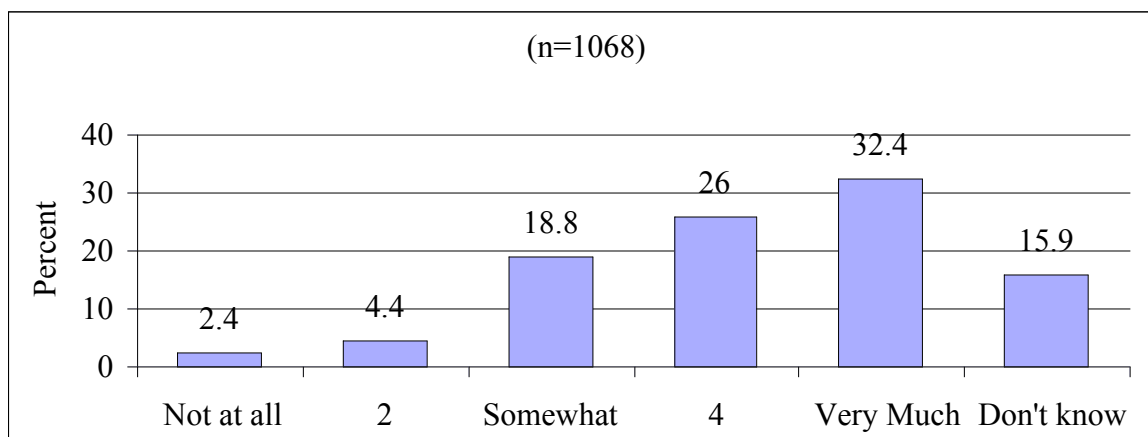
Q17. I know where to find information about IDP training programs and services



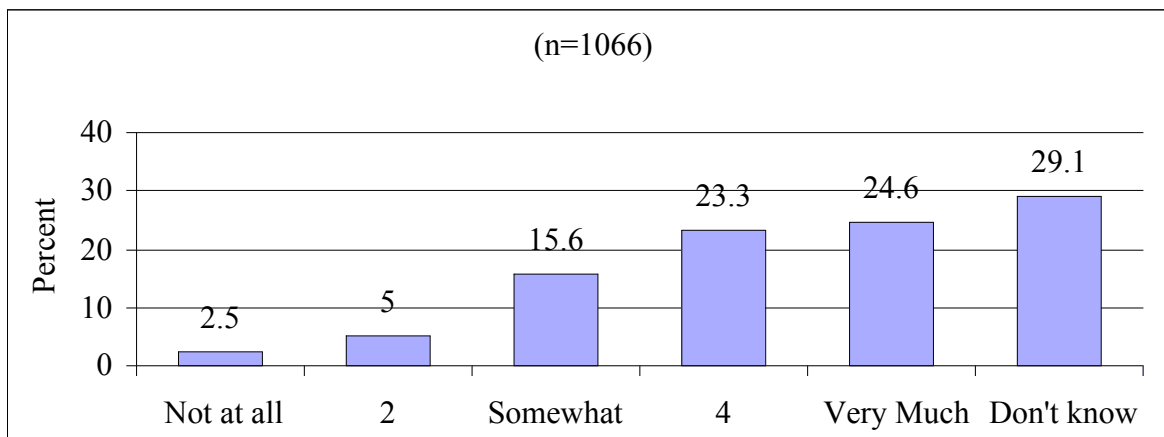
Q18. There are GSFC personnel available to assist me to prepare my IDP



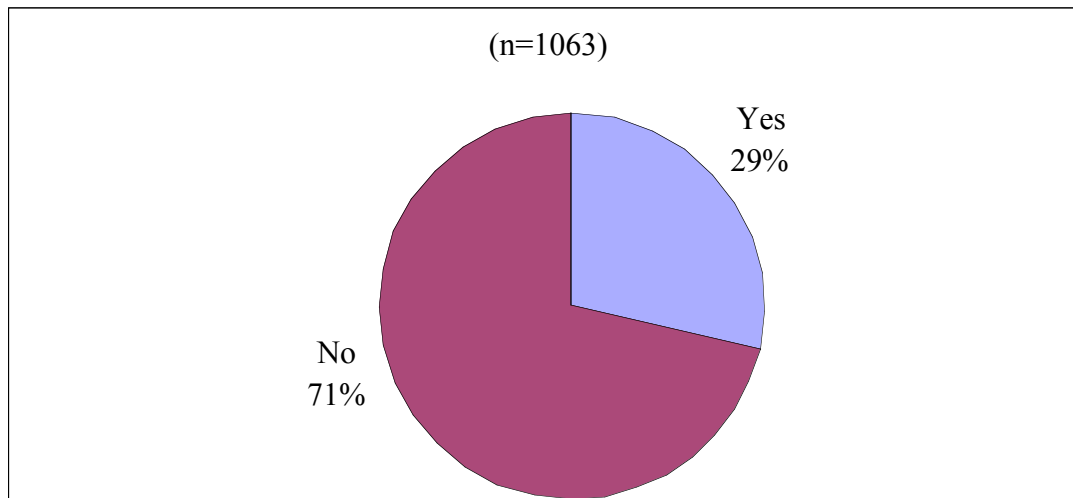
Q19. There are sufficient resources that explain the IDP process

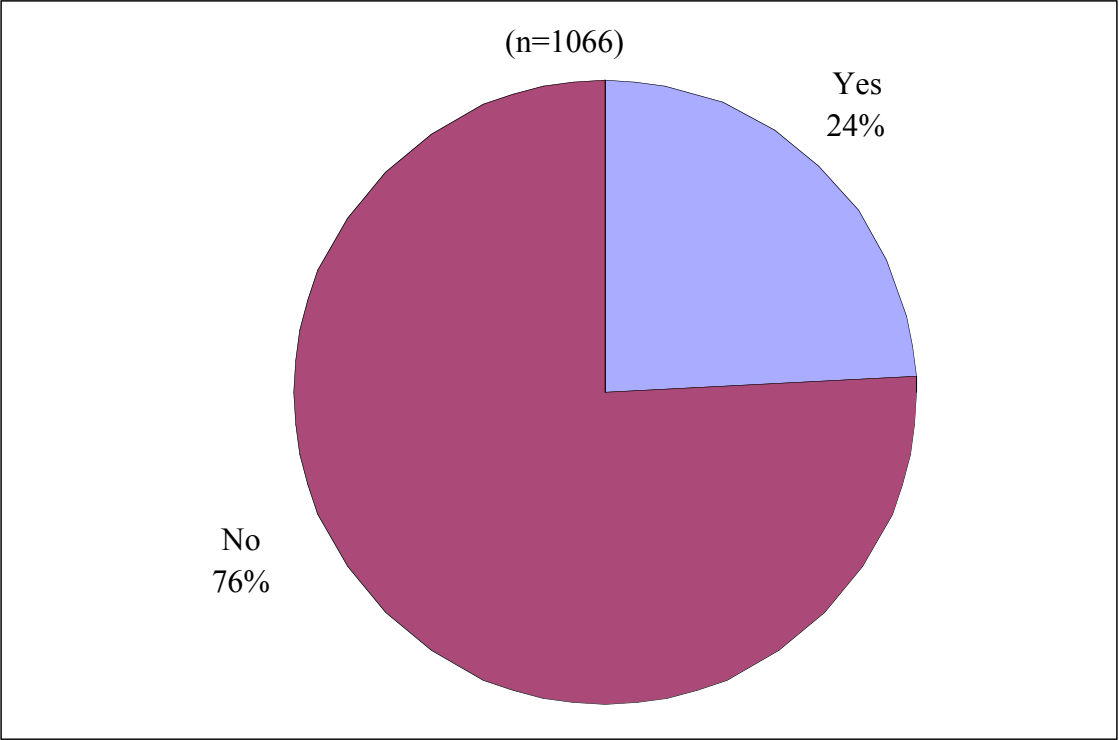


Q20. IDP form instructions are clear

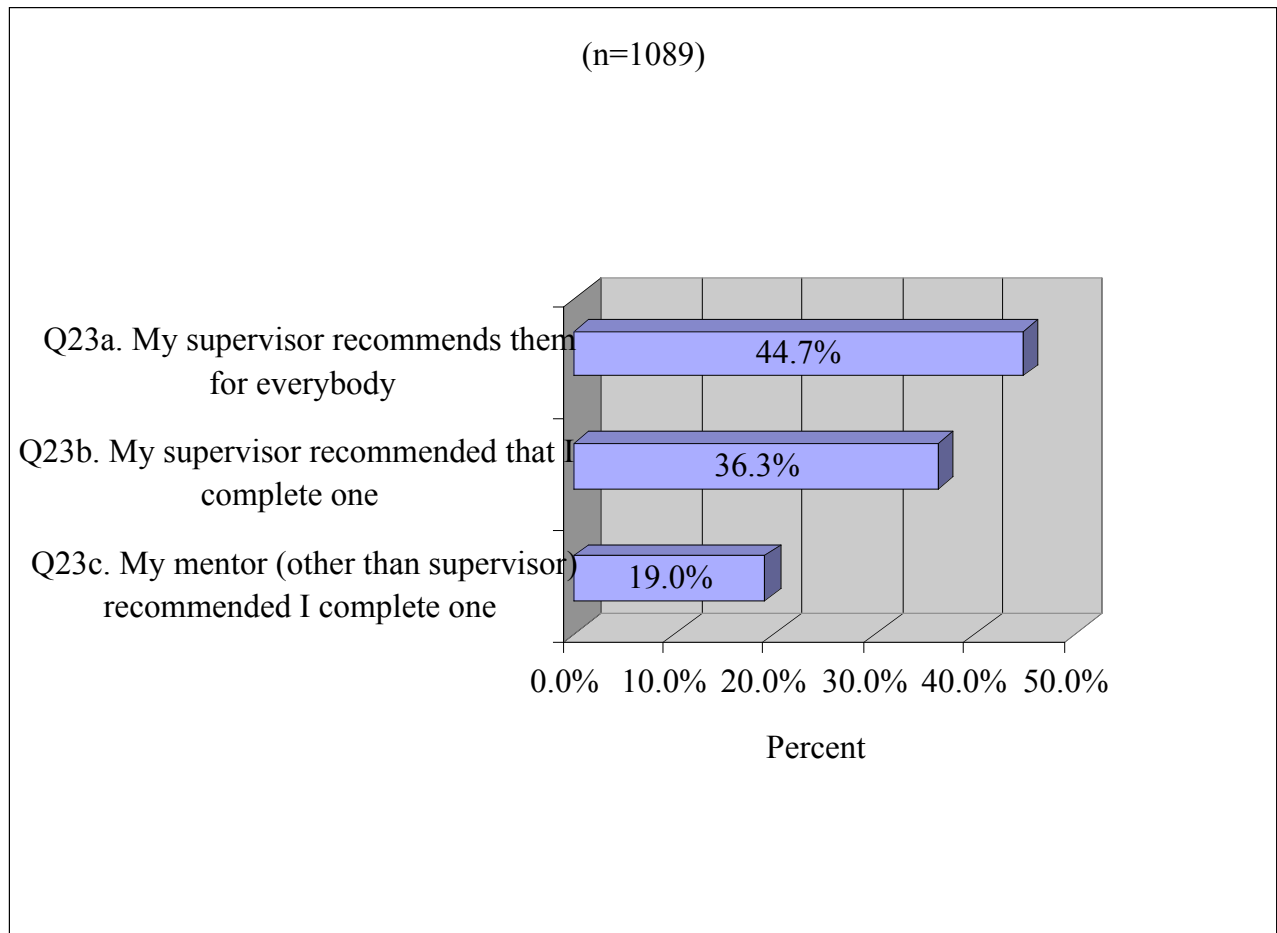


Q21. I have an IDP that was developed prior to 2004

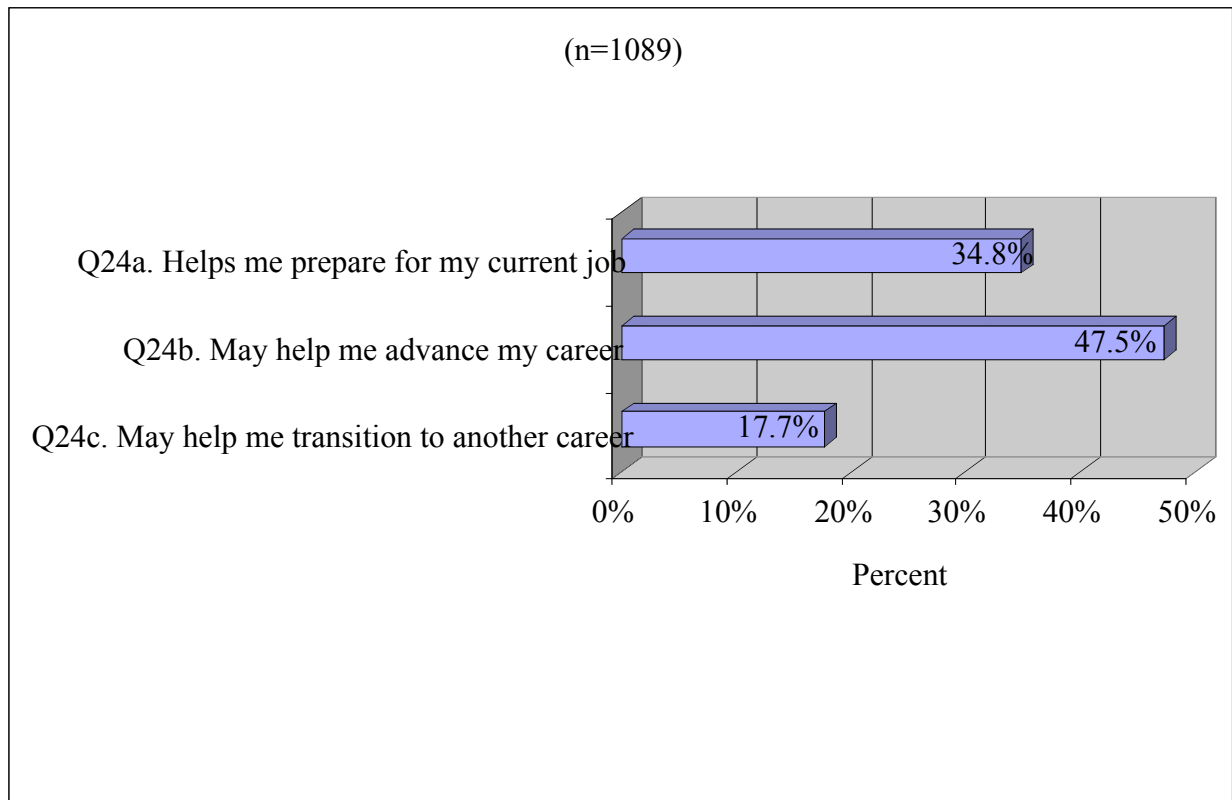




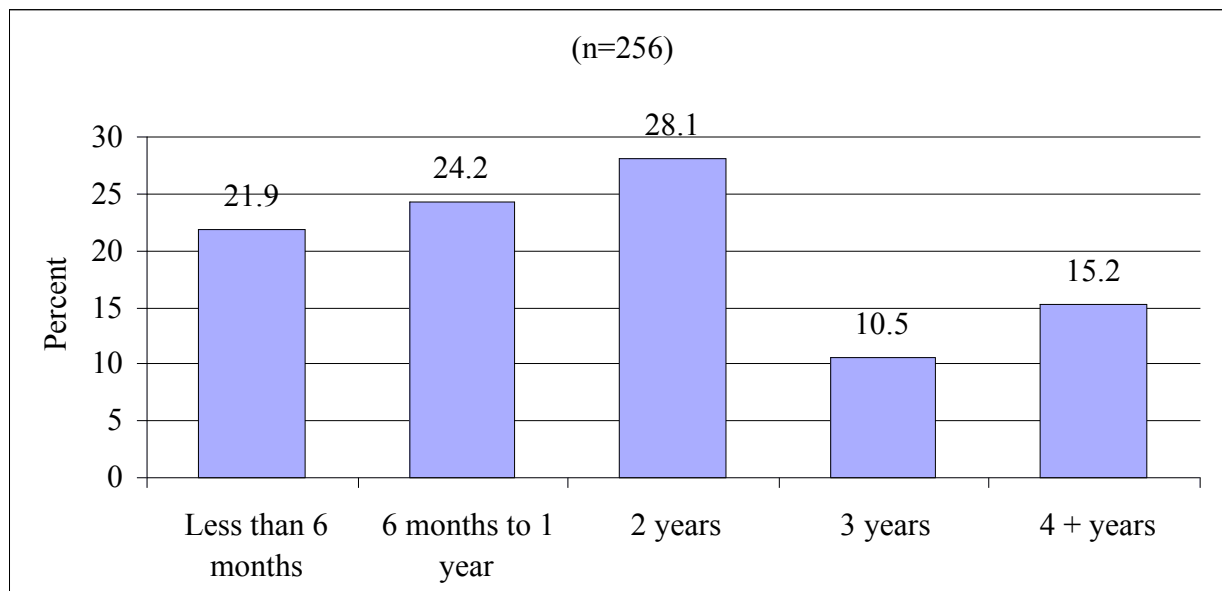
Q23. I have an IDP because:



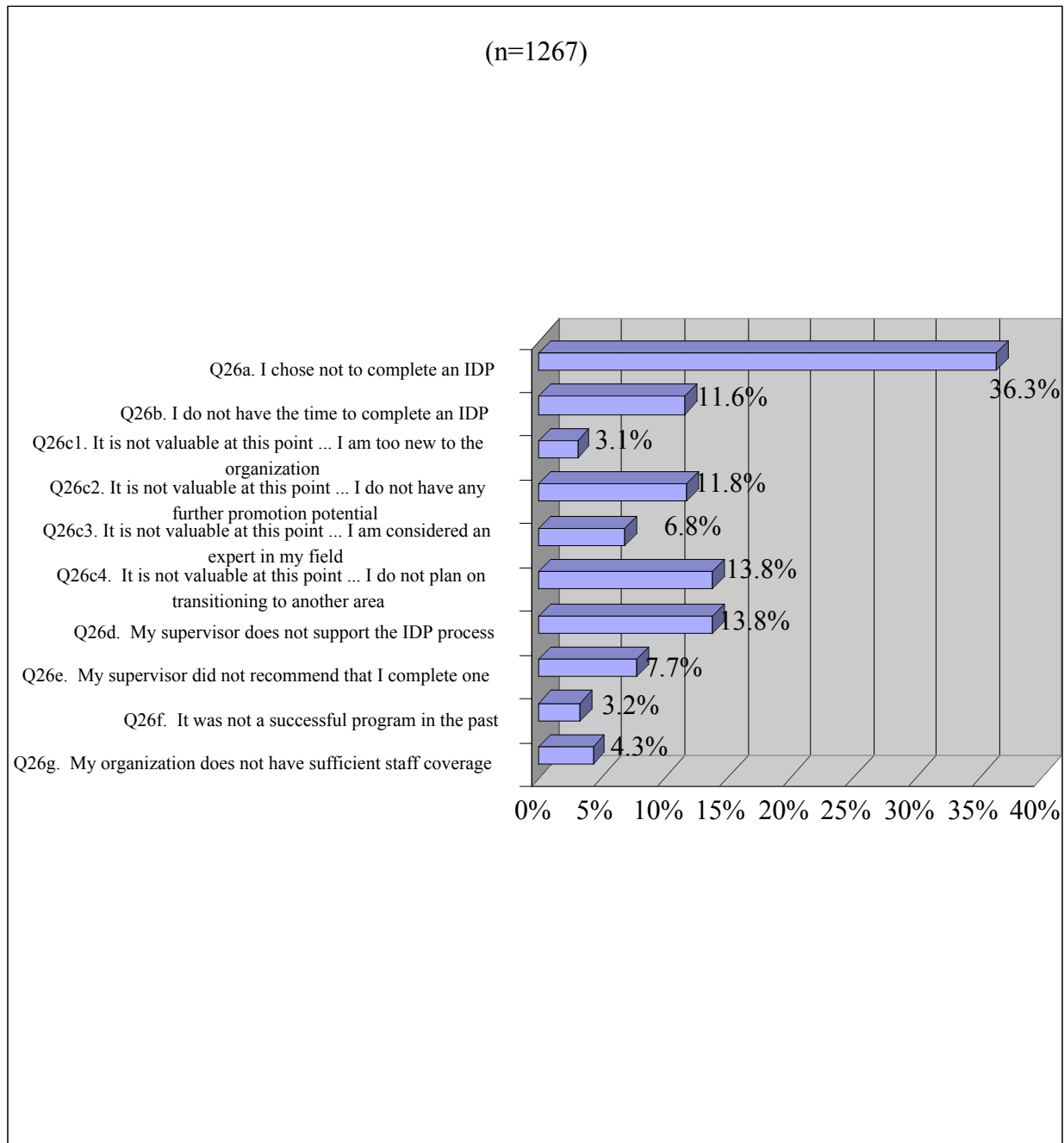
Q24. My IDP:



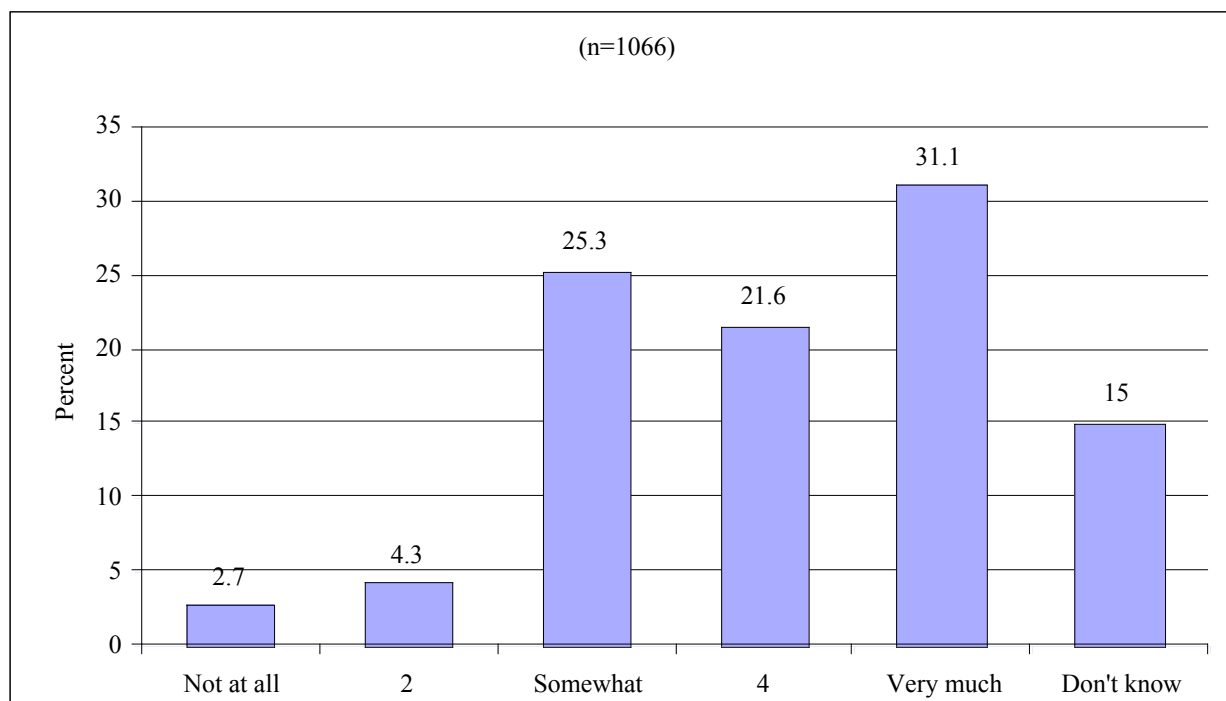
Q25. My IDP has been in effect:



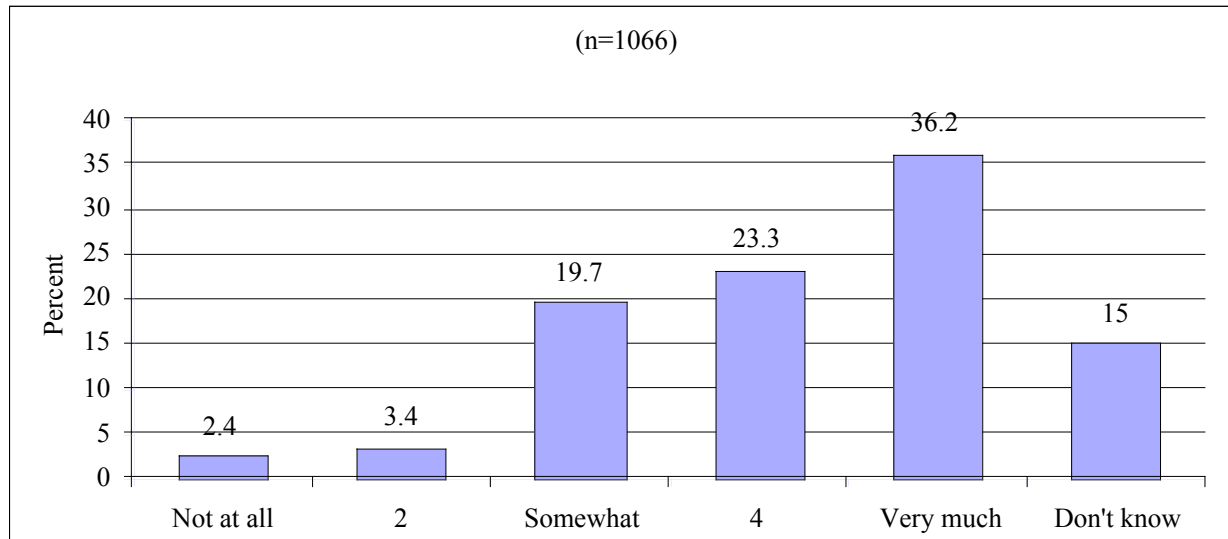
Q26. I do not have an IDP because:



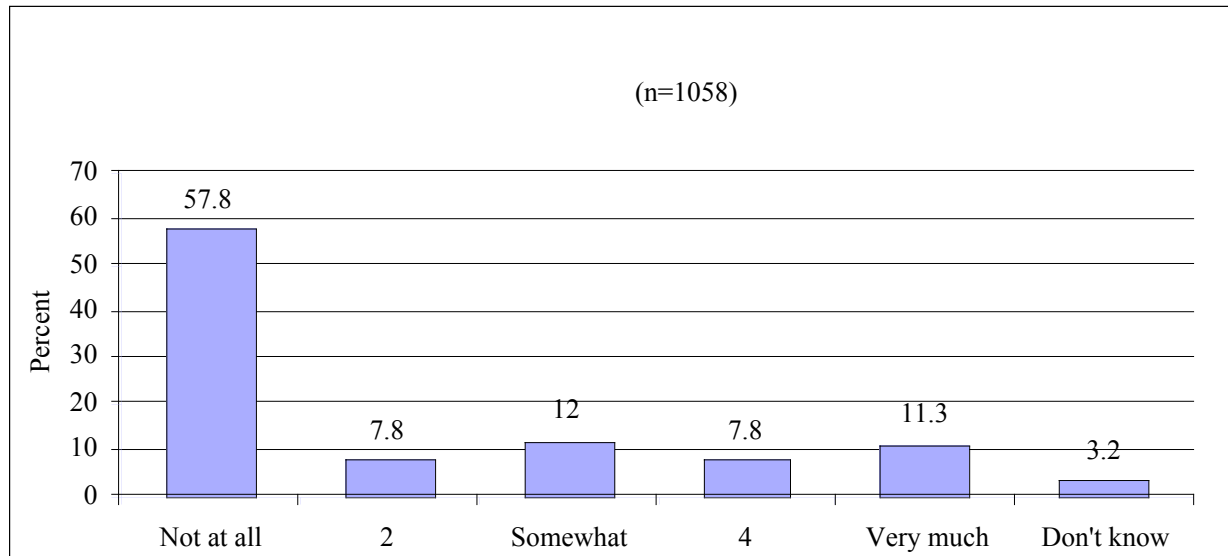
Q27. The IDP is a useful tool to help employees plan for professional development



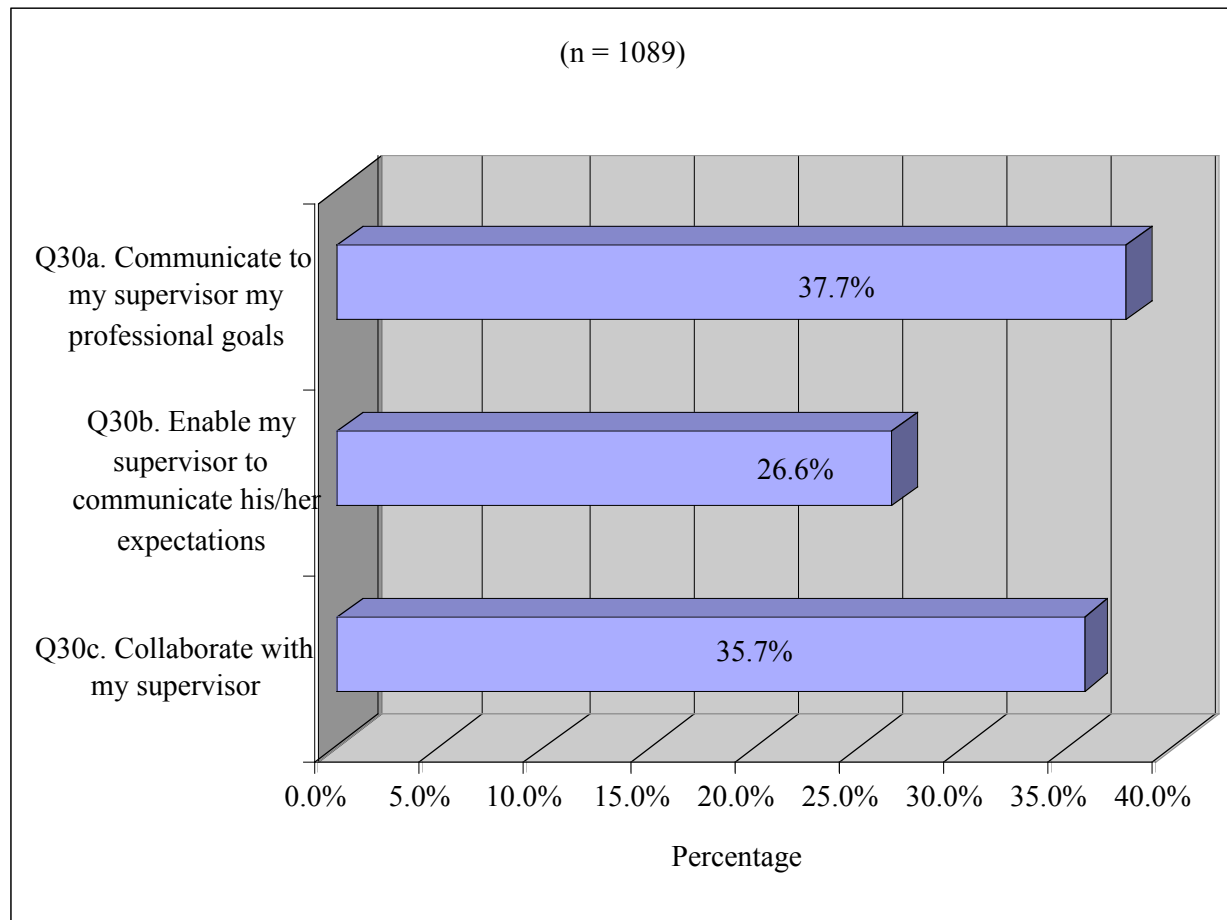
Q28. The IDP is a useful tool to help supervisors understand their employees' professional goals



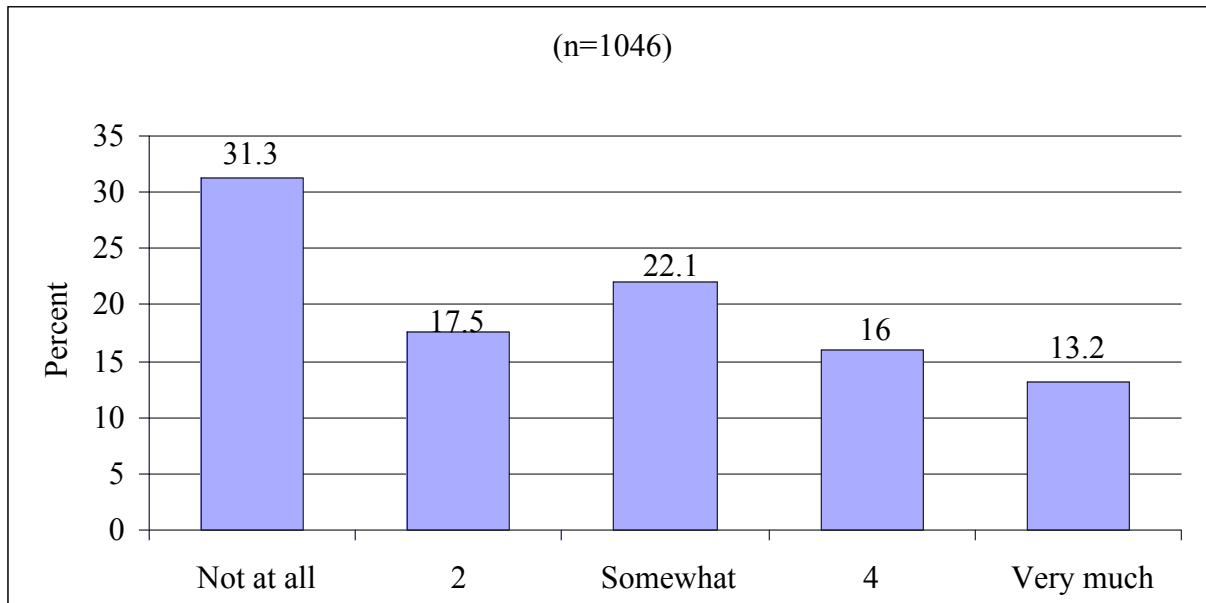
Q29. I successfully use (or have used) an IDP to plan for my professional training and development for my current position



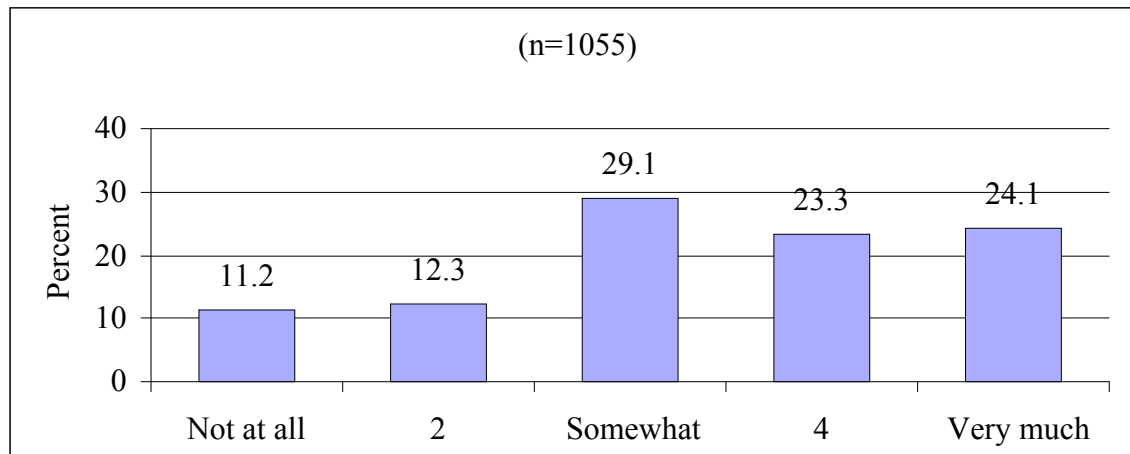
Q30. I use (or have used) the IDP to:



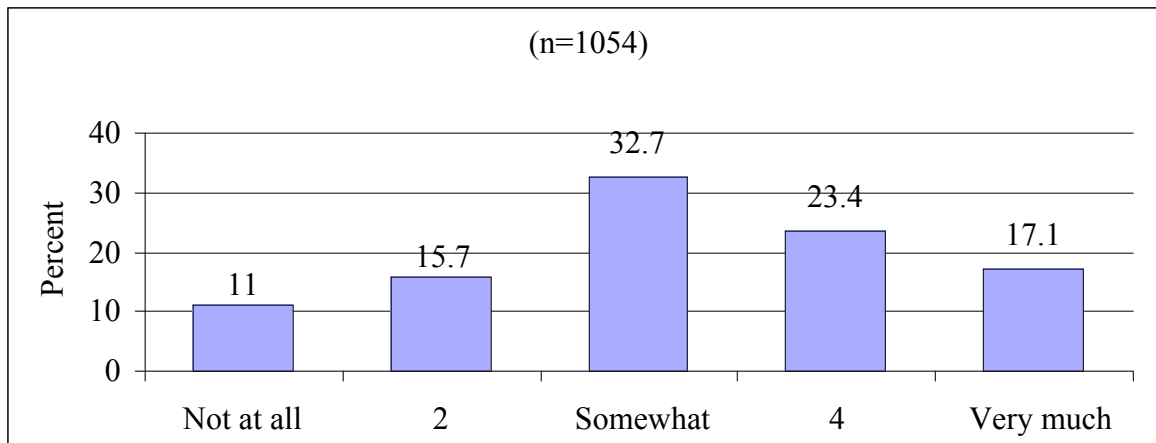
Q31. I am at the point in my career where
it's helpful to use an IDP to plan my
professional development



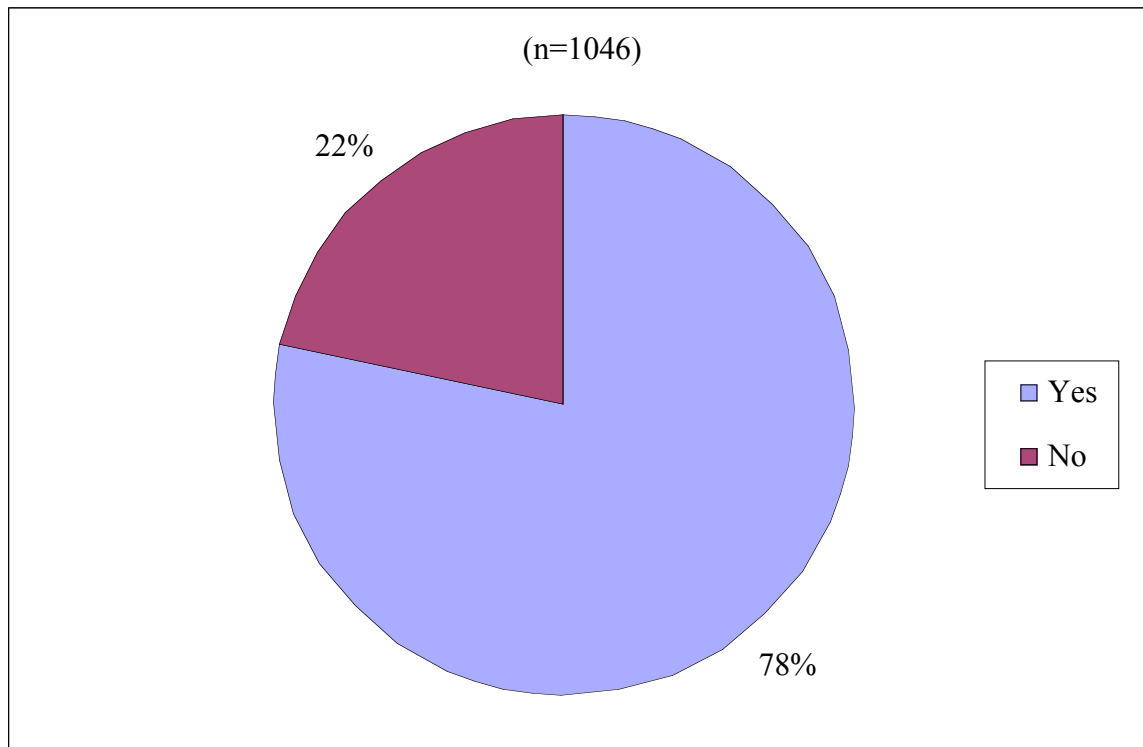
Q32. I actively look for professional development opportunities



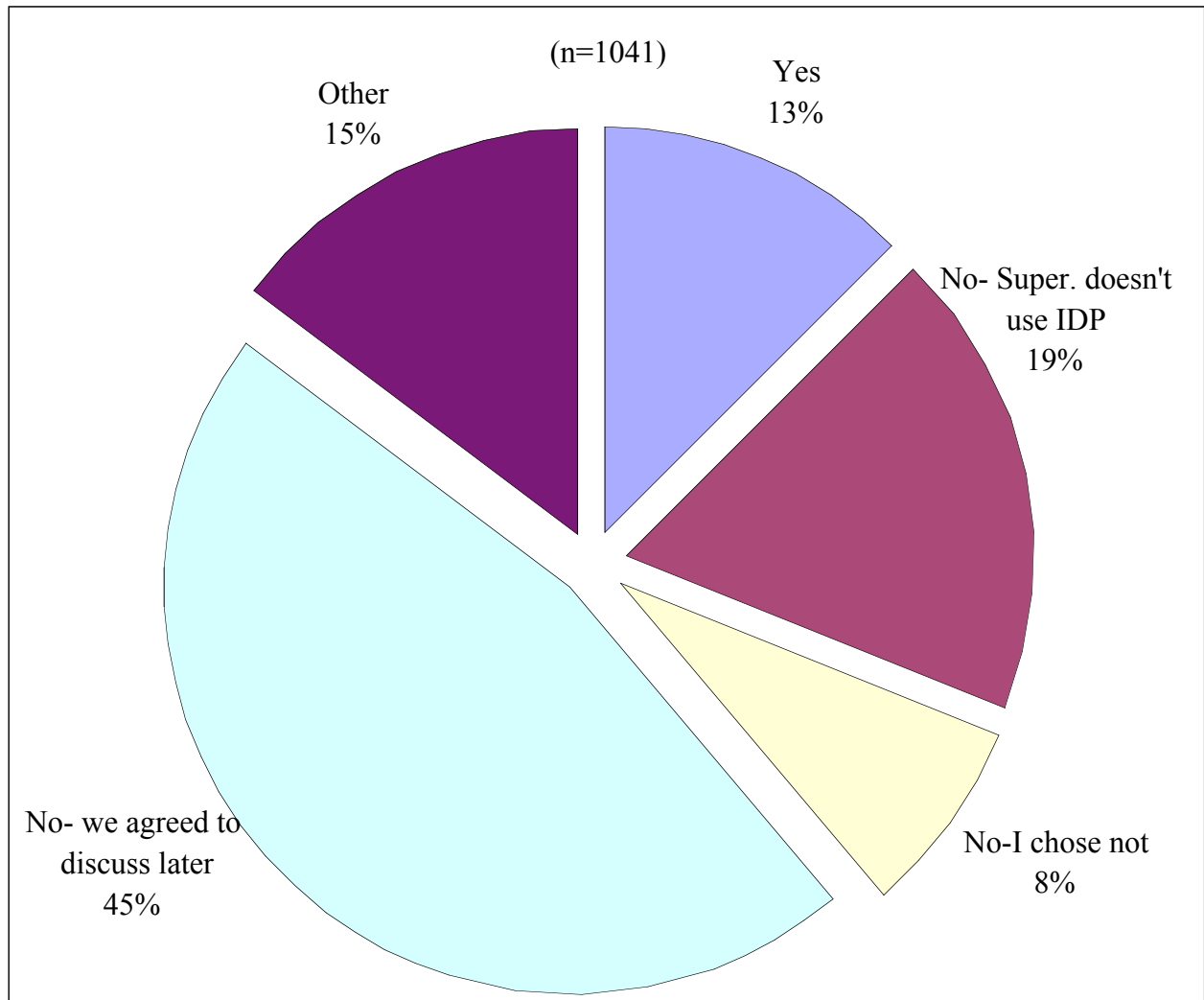
Q33. I proactively plan my professional development



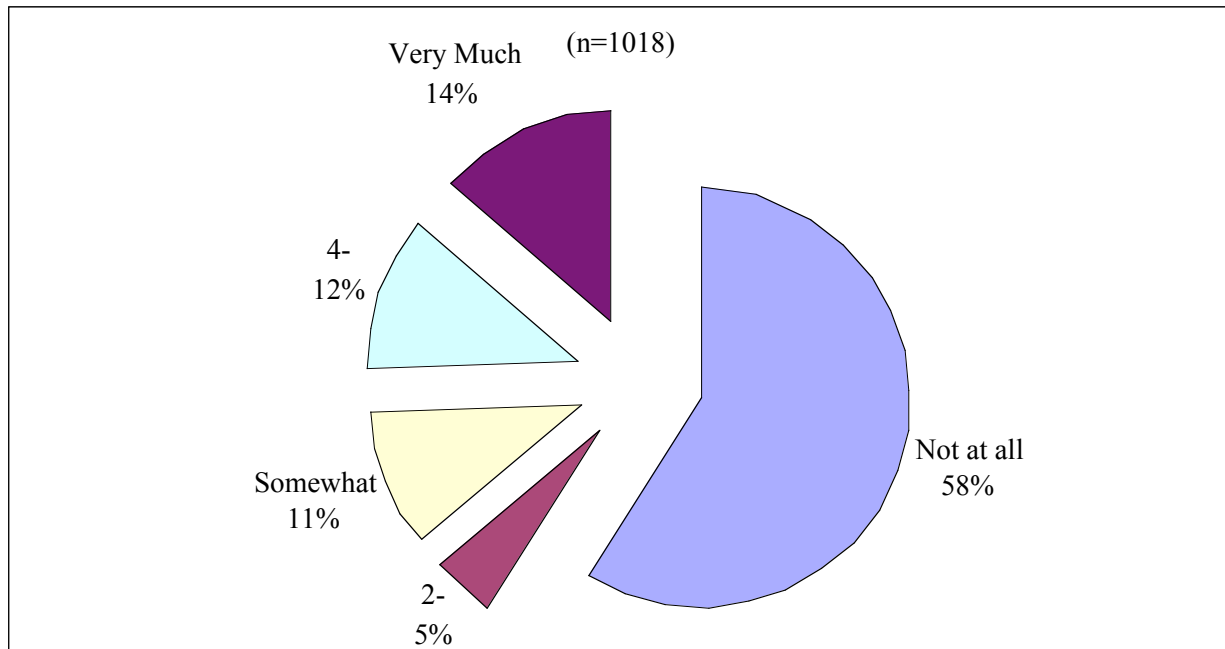
Q34. My supervisor has offered and provided me a full and fair opportunity to establish an IDP in the last 12 months



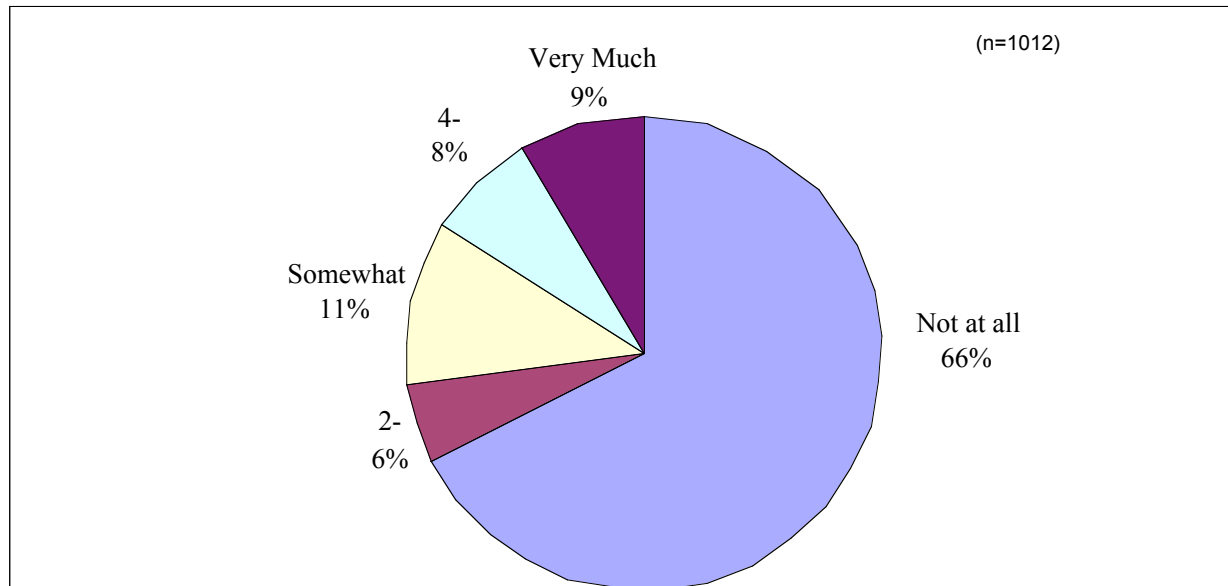
Q35. I have worked with my supervisor to develop a new or review my current IDP in the last 12 months



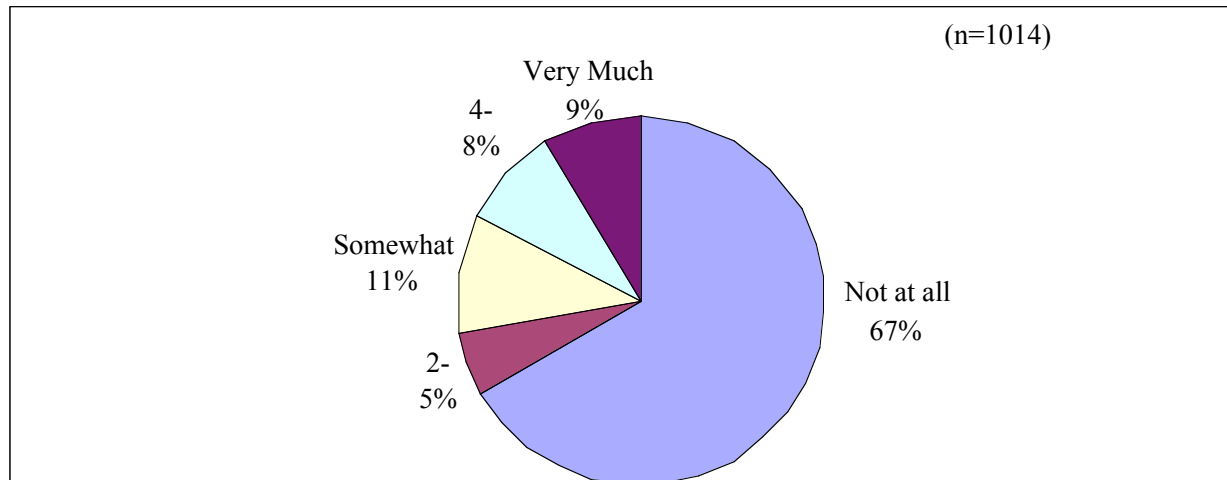
Q36a. I successfully use (or have used) an IDP to plan for my professional training and development for career advancement



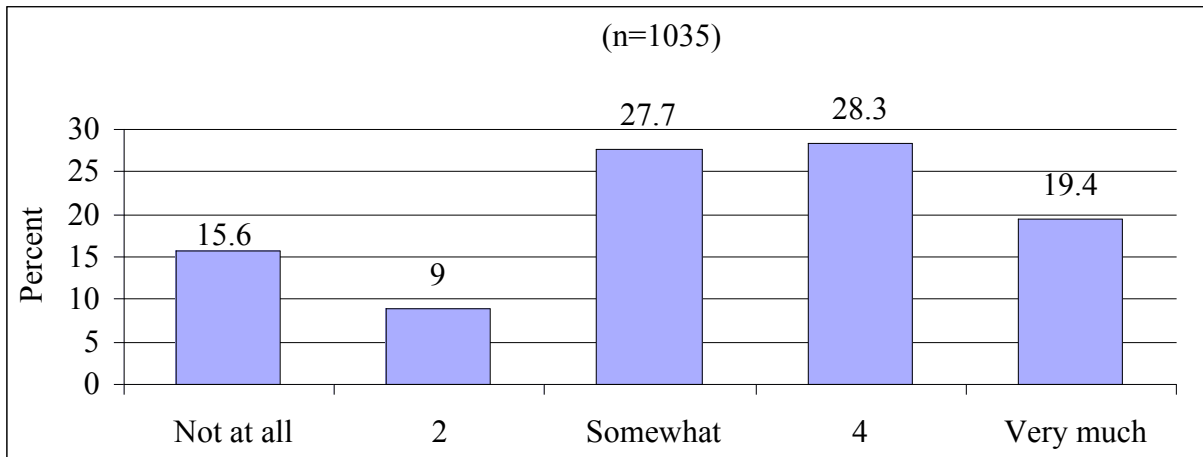
Q36b. I successfully use (or have used) an IDP to plan for my professional training and development for career transition



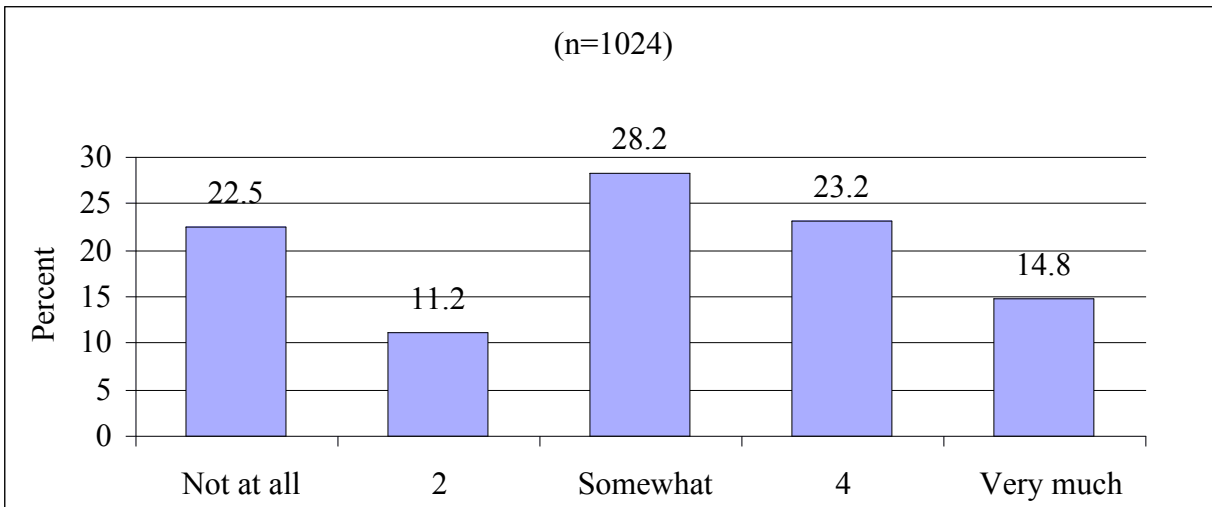
Q36c. I successfully use (or have used) an IDP to plan for my professional training and development for new job assignment



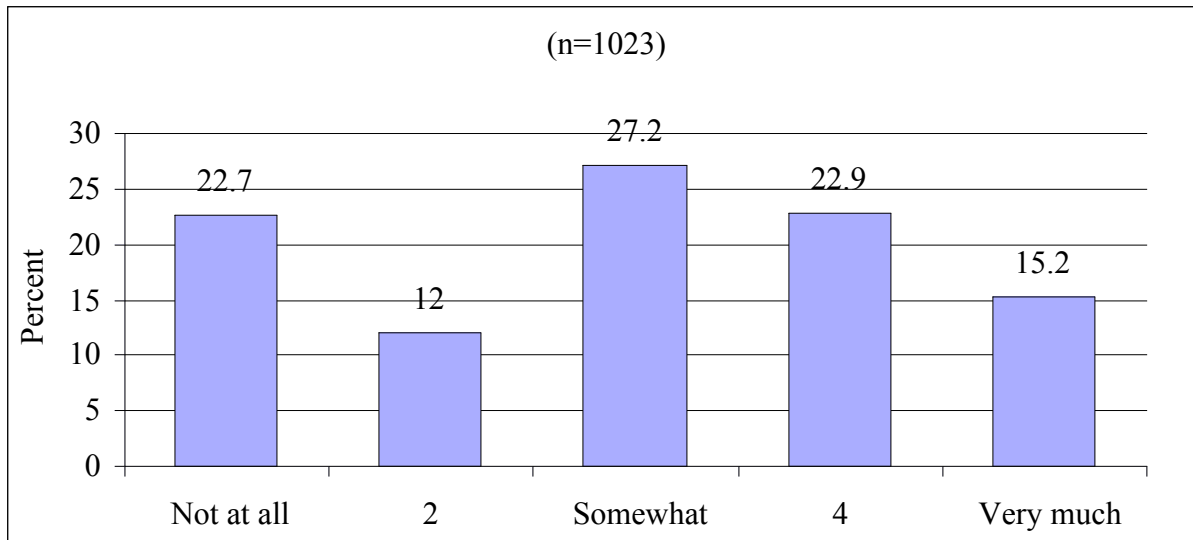
Q37a. In my job category, I know what training courses may contribute to career advancement



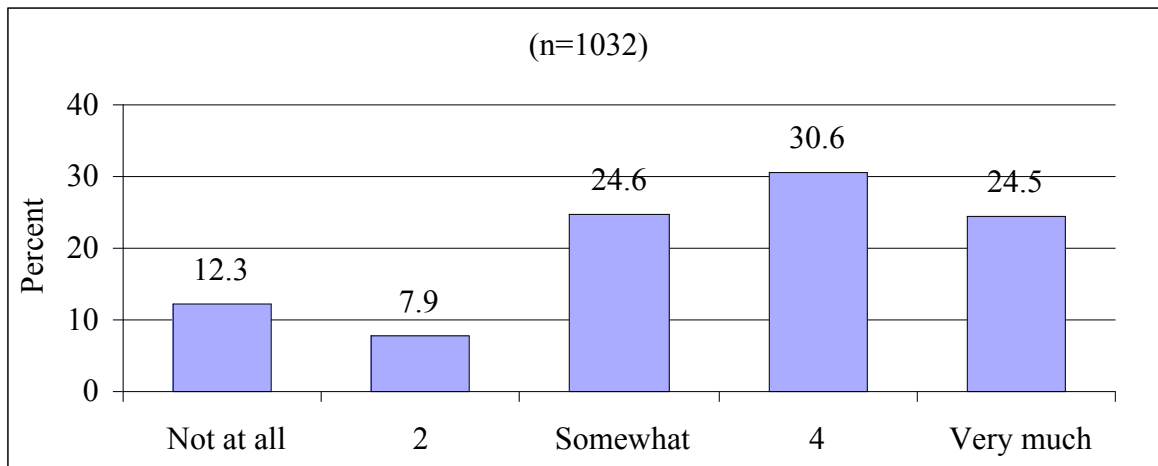
Q37b. In my job category, I know what training courses may contribute to career transition



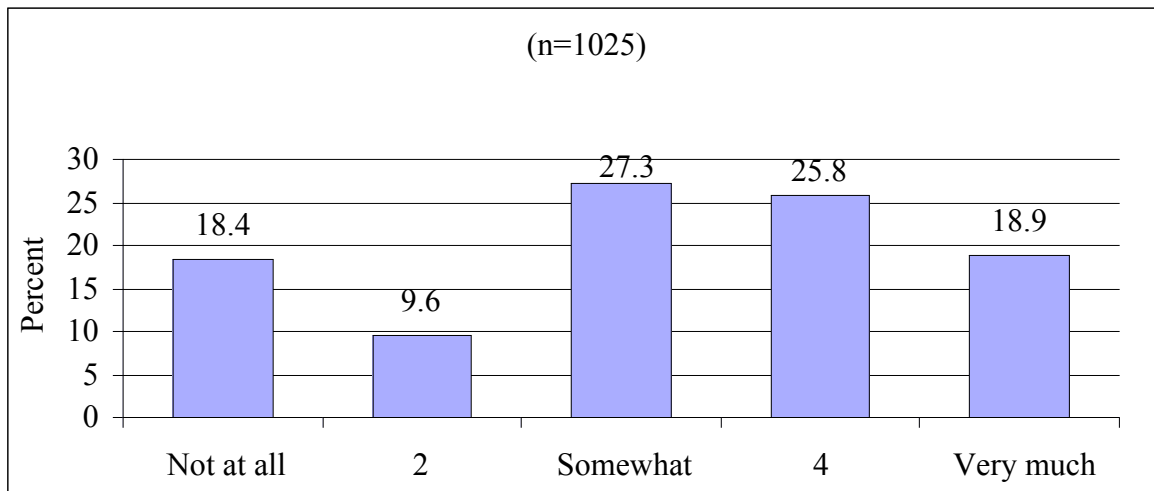
Q37c. In my job category, I know what training courses may contribute to new job assignment



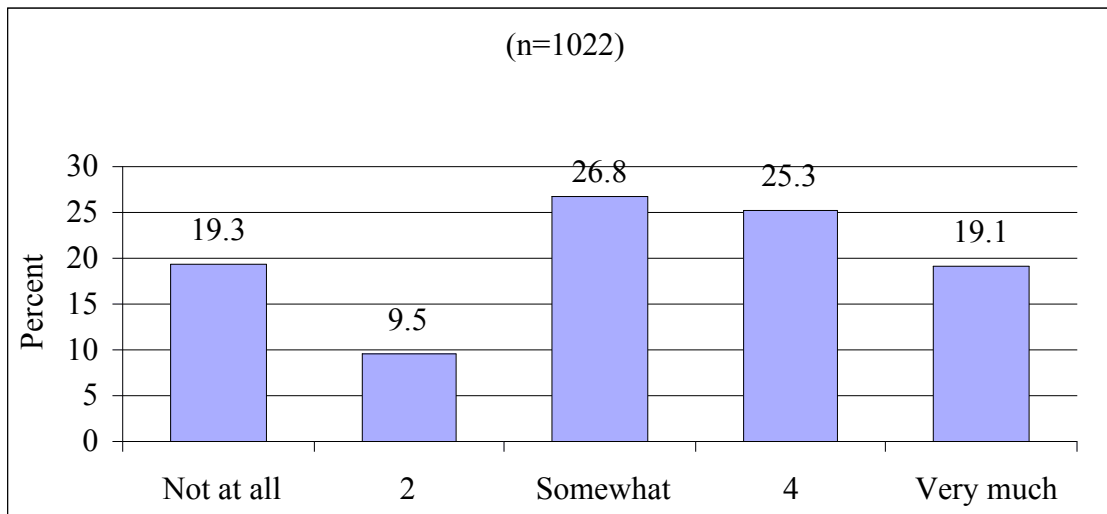
Q38a. In my job category, I am knowledgeable about what types of on-the-job experiences may contribute to career advancement



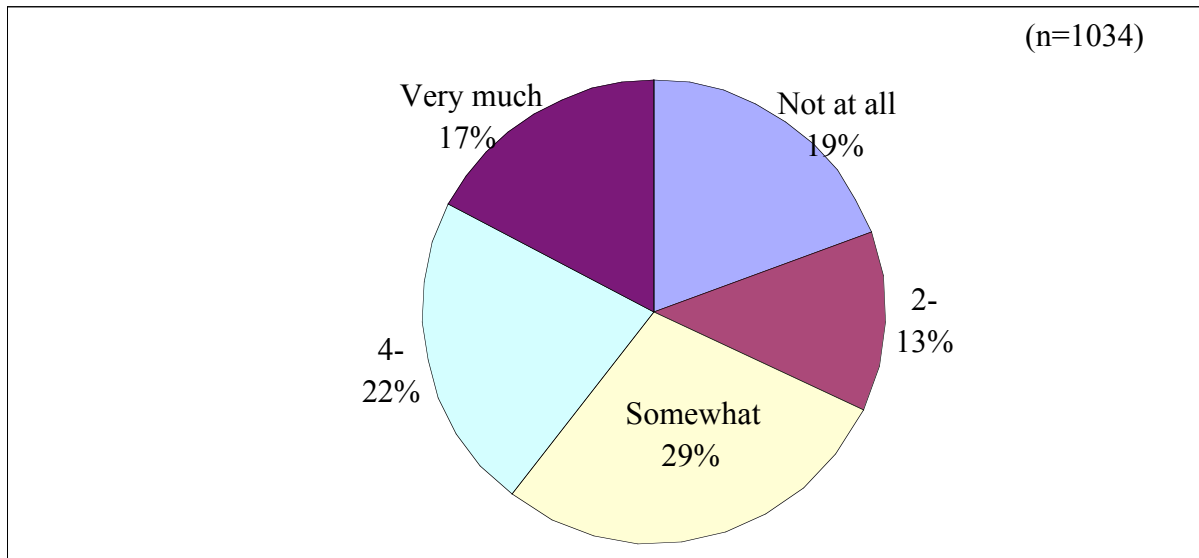
Q38b. In my job category, I am knowledgeable about what types of on-the-job experiences may contribute to career transition



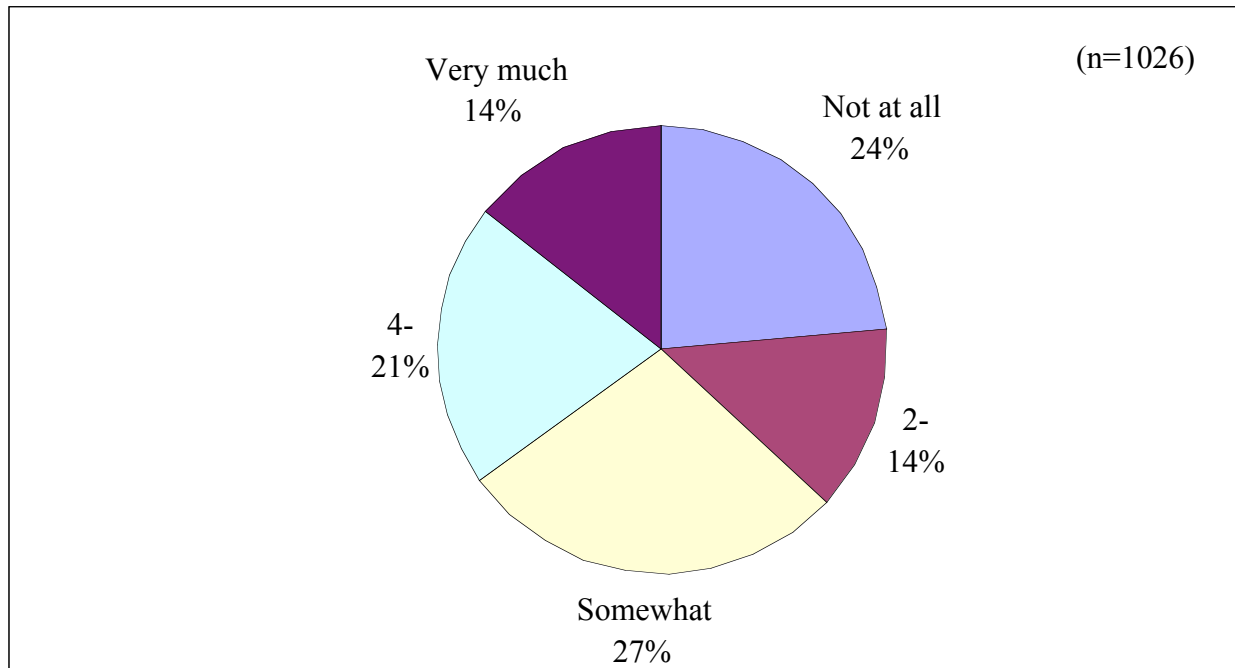
Q38c. In my job category, I am knowledgeable about what types of on-the-job experiences may contribute to new job assignment



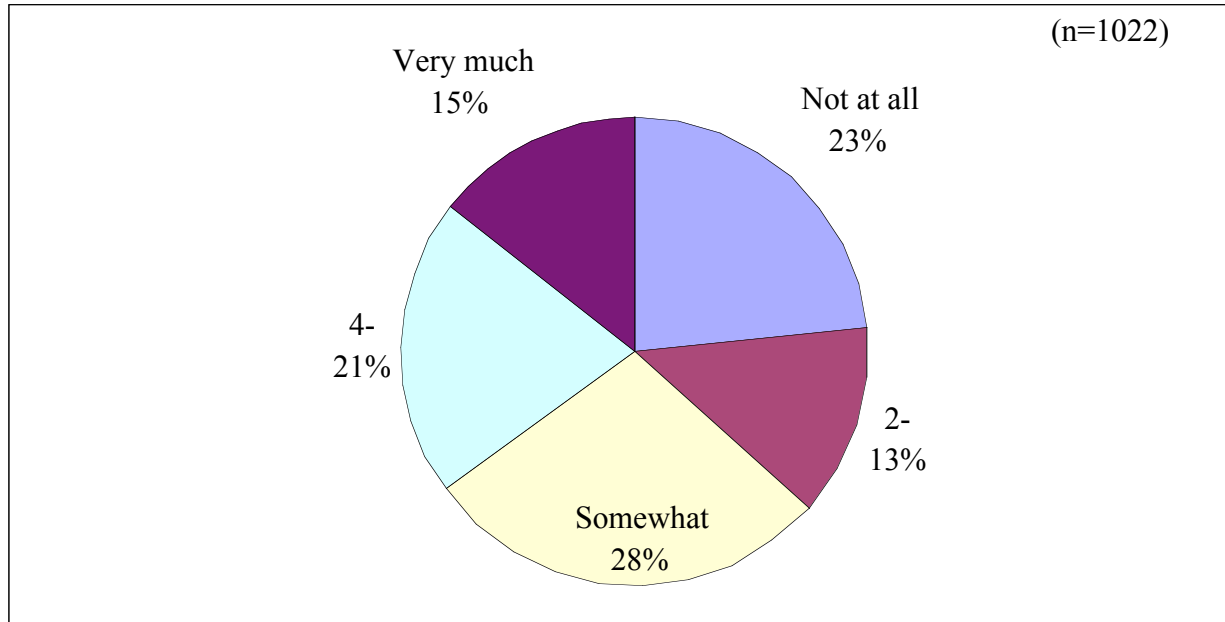
Q39a. In my job category, I know what other developmental experiences may contribute to career advancement



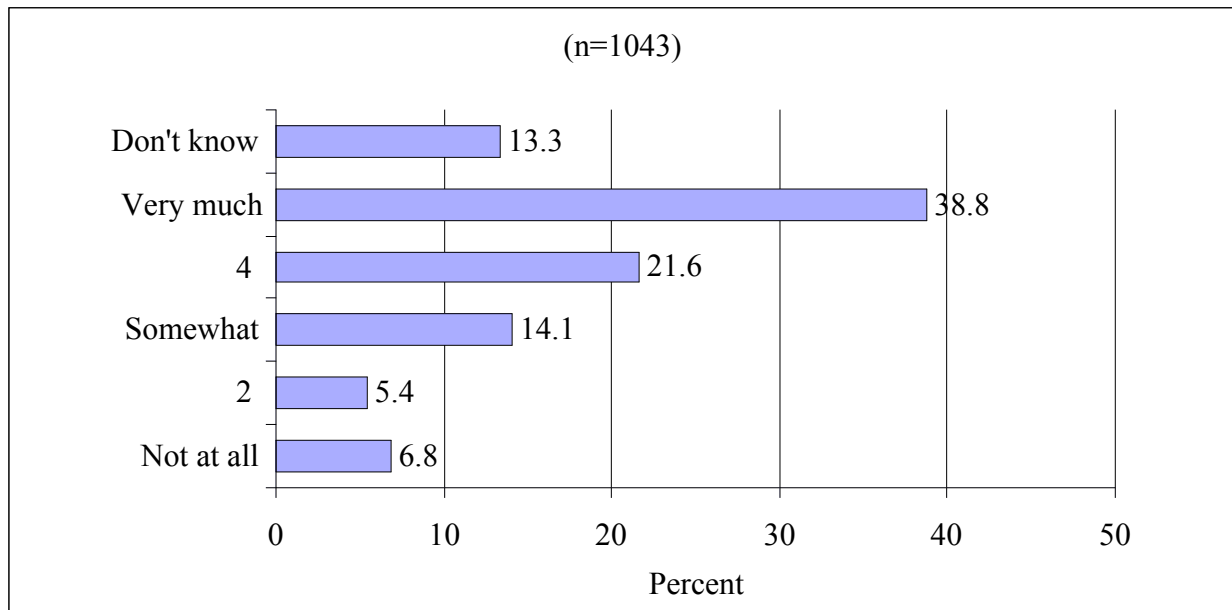
Q39b. In my job category, I know what other developmental experiences may contribute to career transition



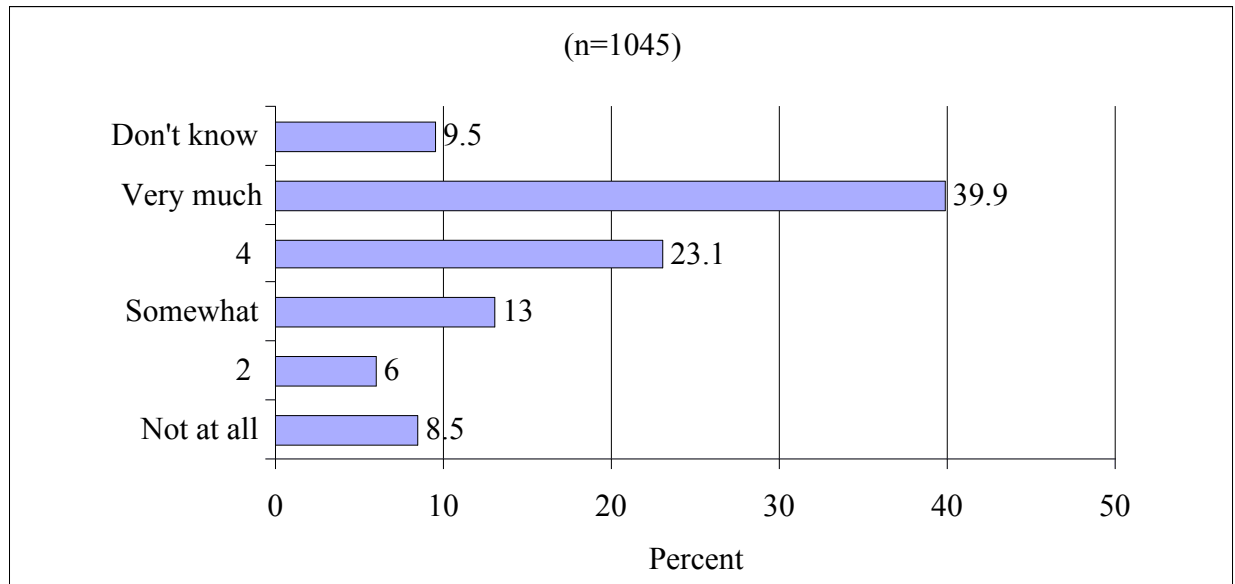
Q39c. In my job category, I know what other developmental experiences may contribute to new job assignment



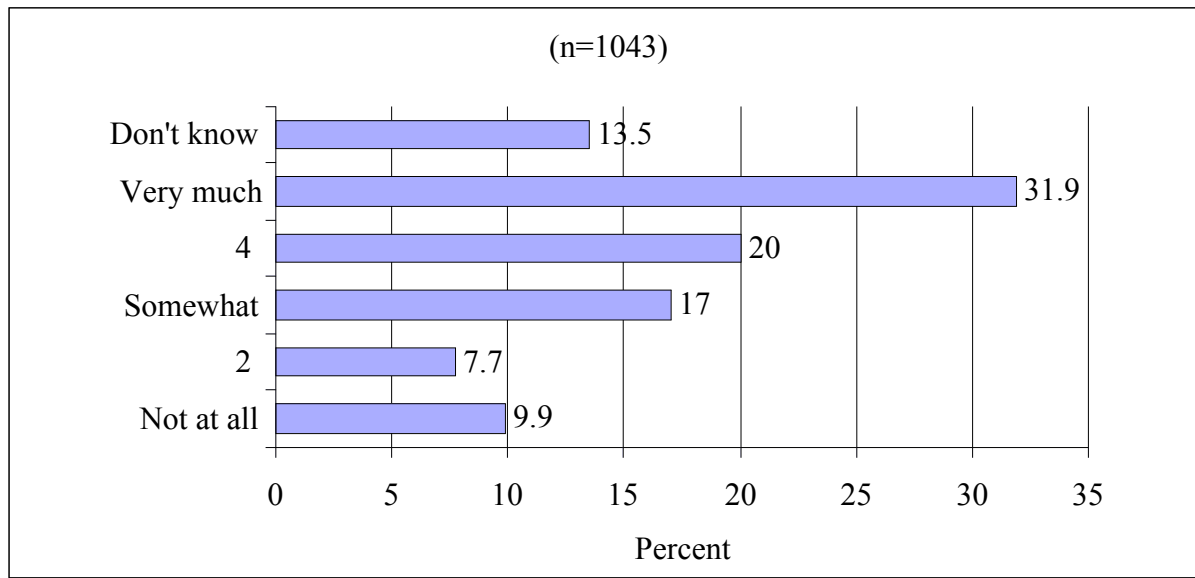
Q40. I am satisfied with the level of support
my supervisor gives the IDP process



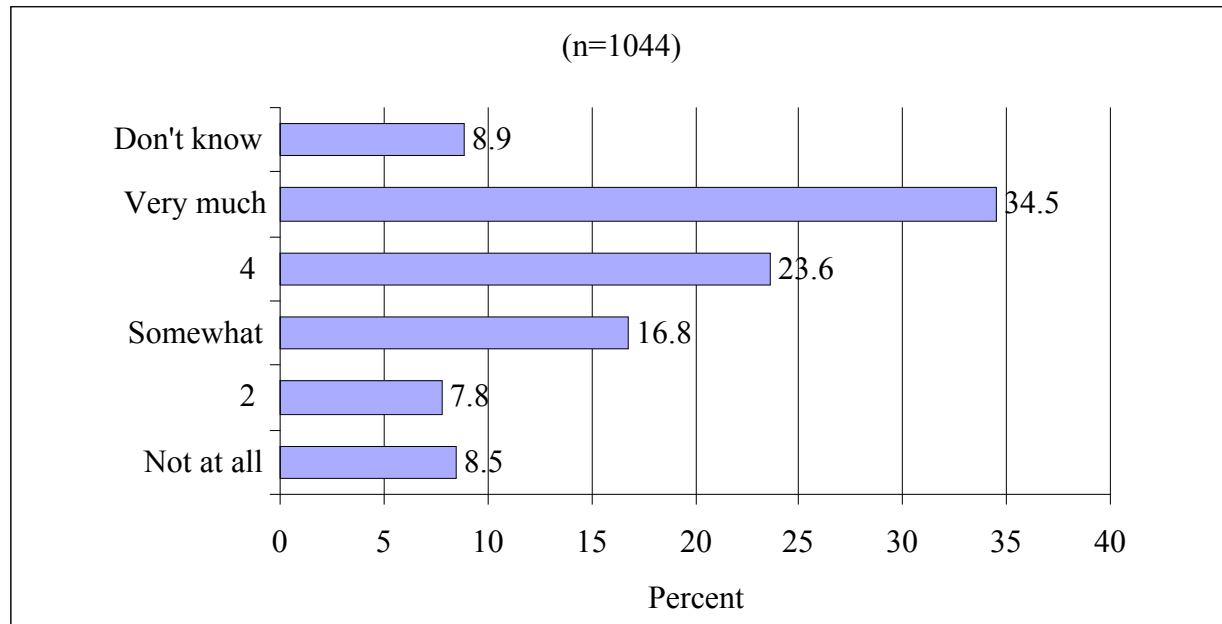
Q41. I am satisfied with the level of encouragement I receive from my supervisor to develop an IDP



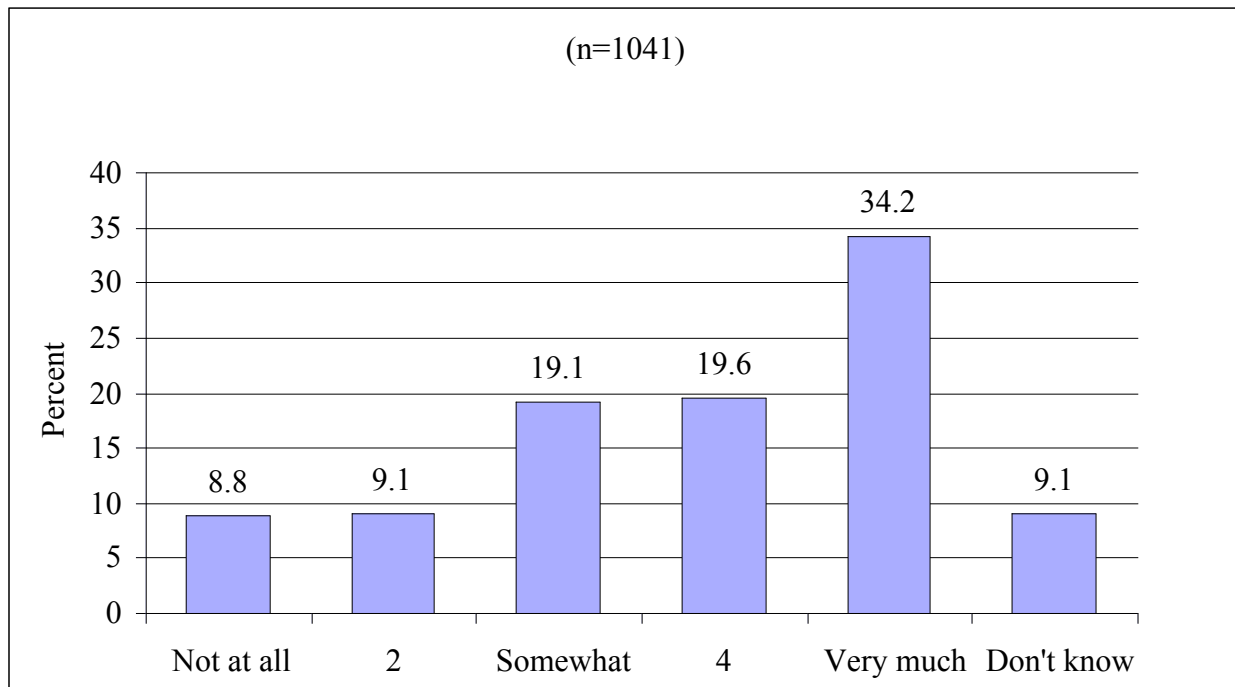
Q42. I am satisfied with how well my supervisor explains the IDP process



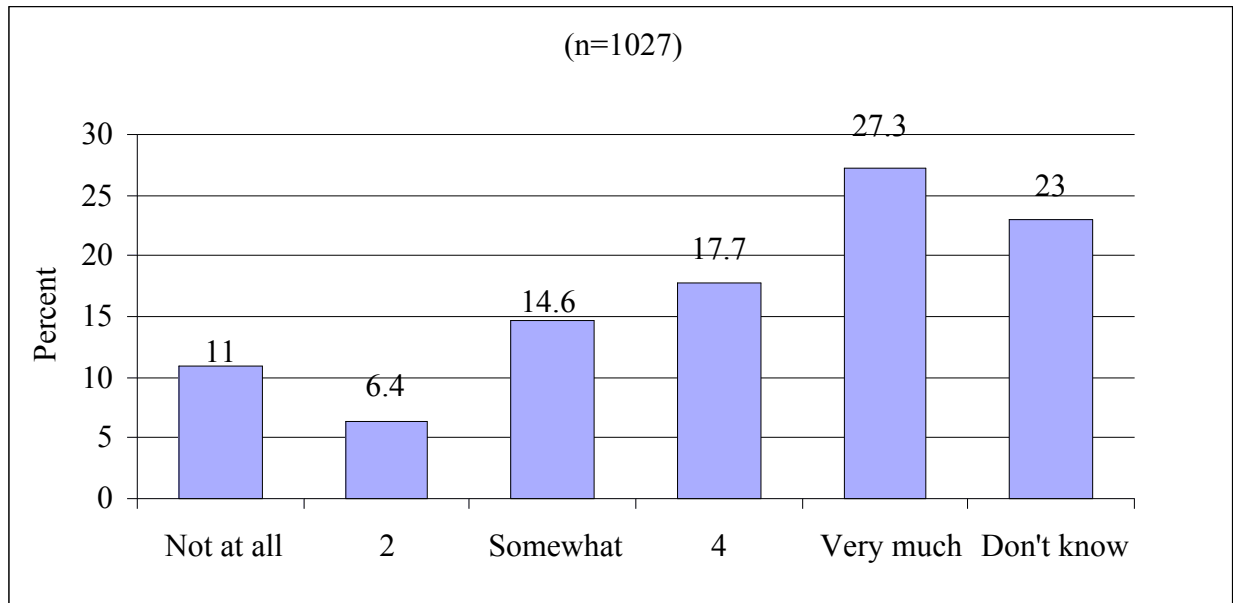
Q43. I am satisfied with how well my supervisor understands my professional development goals



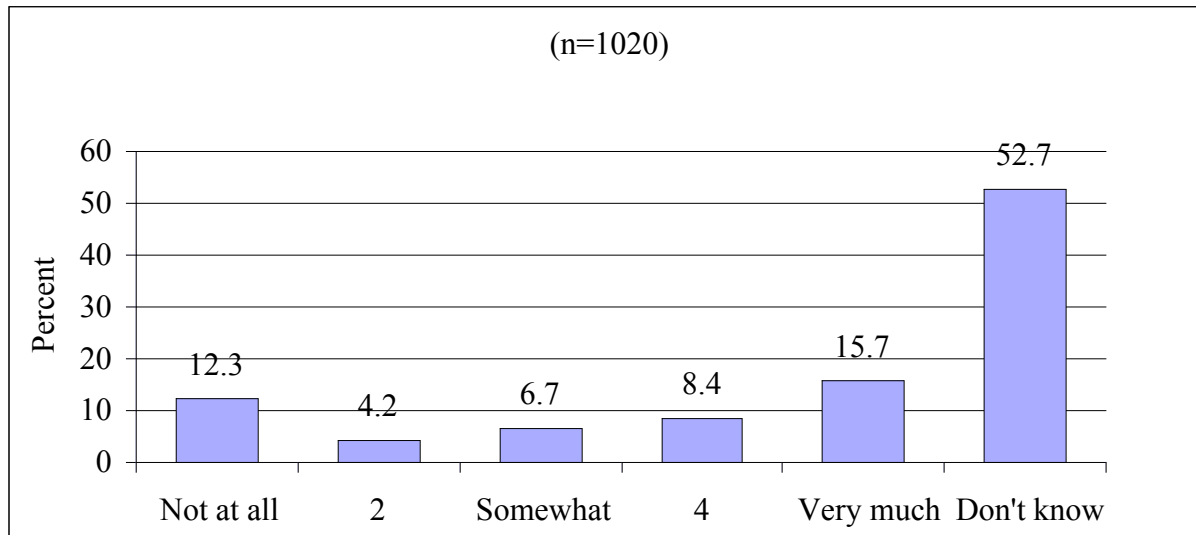
Q44. I am satisfied with the guidance my supervisor provided about training and development opportunities that serve my career objectives



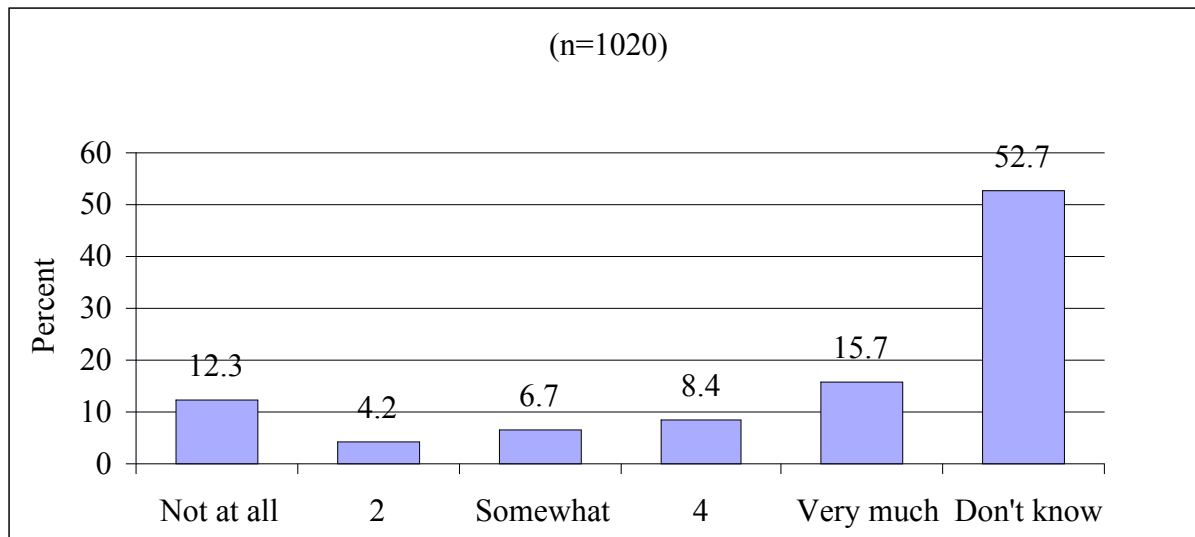
Q45. I am satisfied with how well my supervisor collaborates with me to develop my IDP



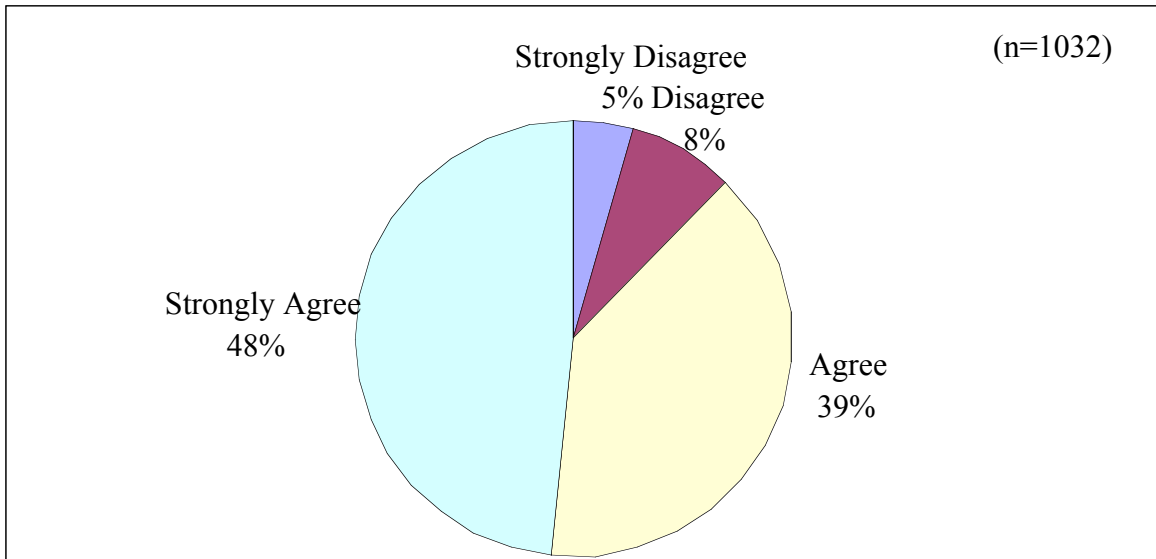
Q46. I am satisfied with how well my mentor, a person other than my supervisor, collaborates with me to develop my IDP



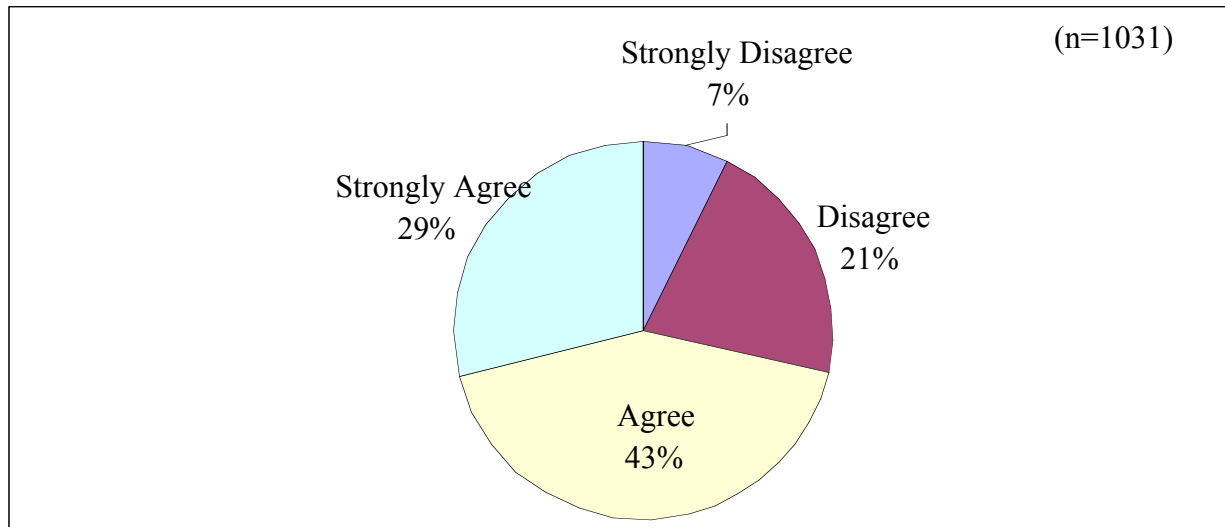
Q47. I am satisfied with how well my supervisor informs me of major issues and initiatives that may be relevant to the completion of my IDP



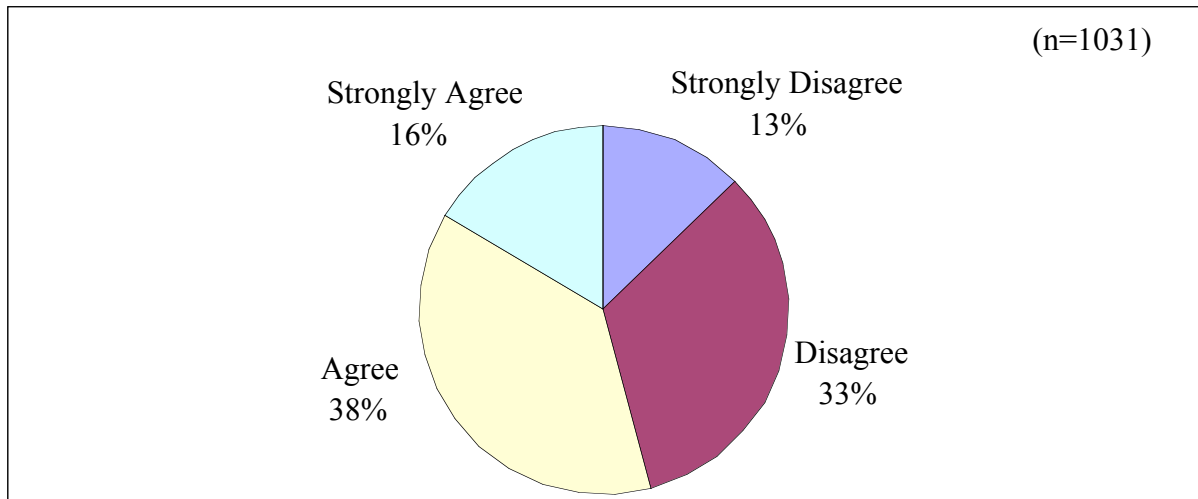
Q48a. Maintain the IDP as a voluntary tool



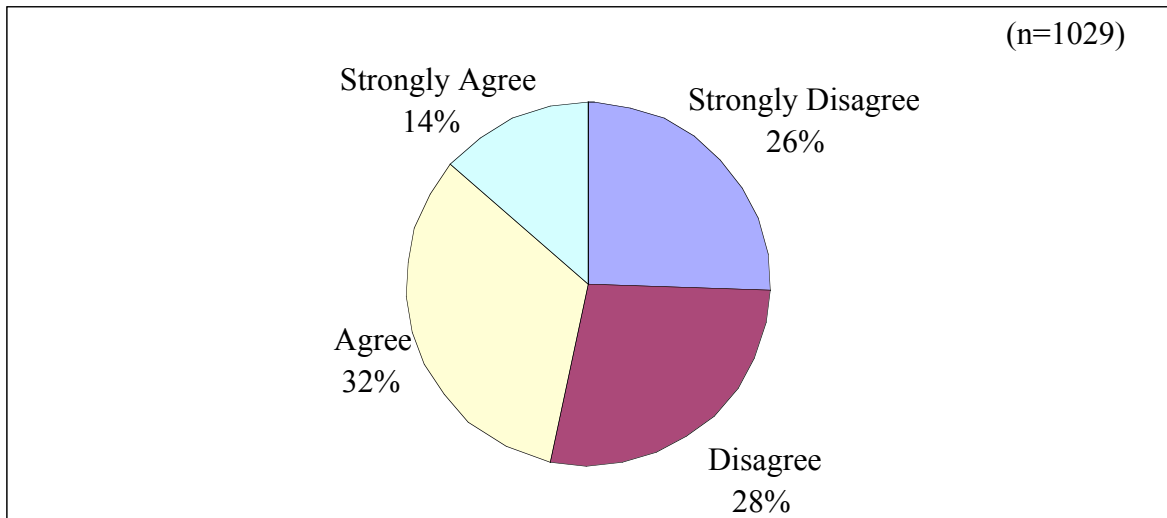
Q48b. Keep the IDP process voluntary and specify that employees are responsible for initiating the planning process



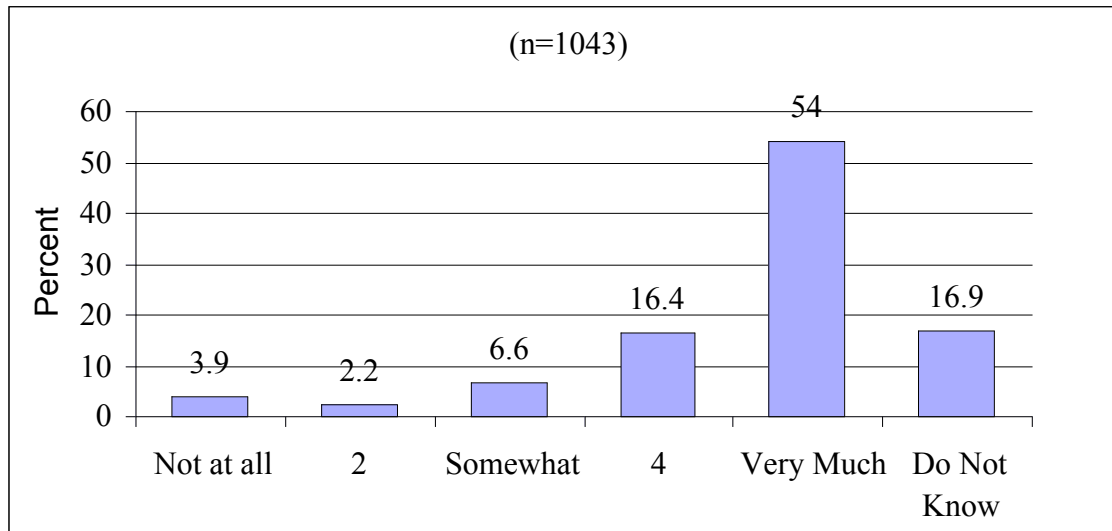
Q48c. Keep the IDP process voluntary and specify that supervisors are responsible for initiating the planning process



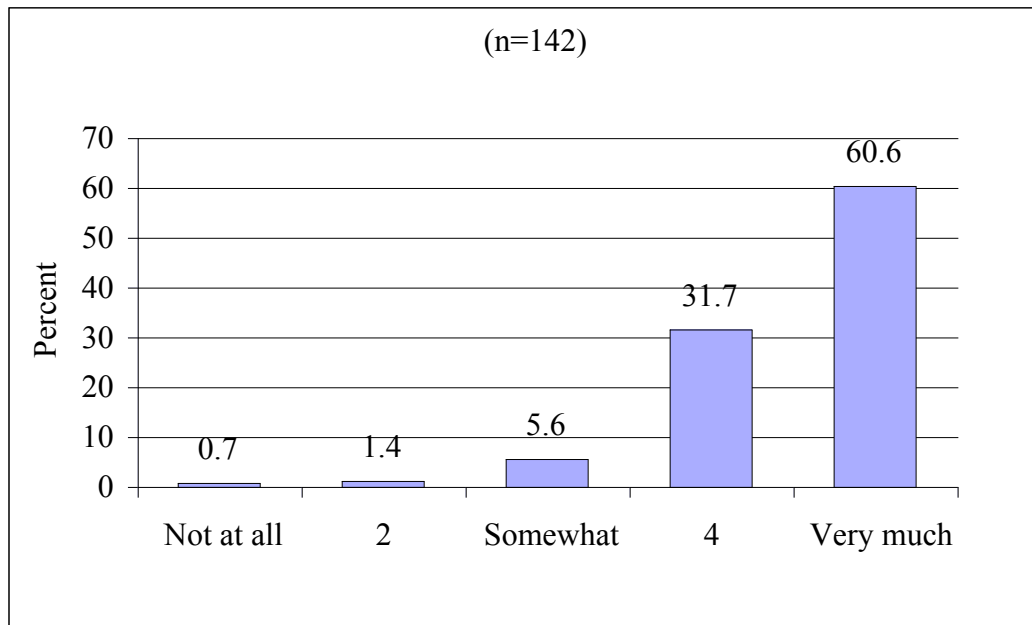
Q48d. Make the IDP a prerequisite when the employee plans on career advancement or career transition



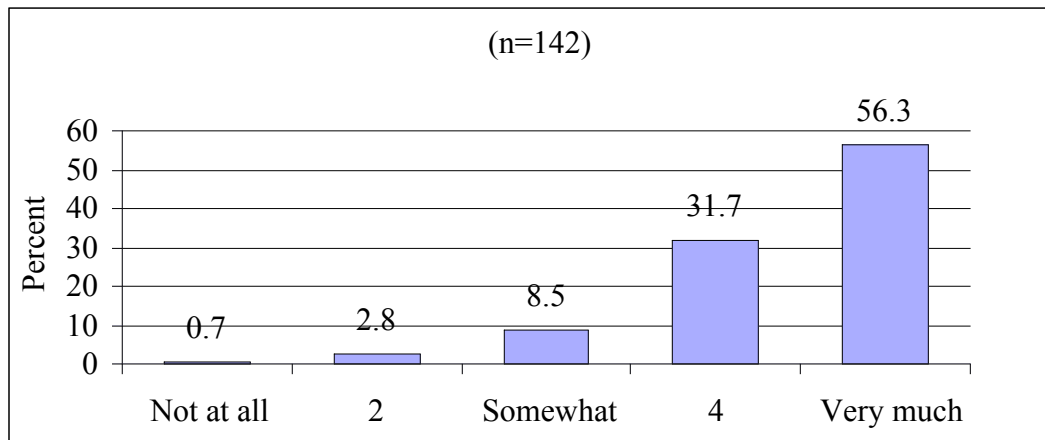
Q49. I believe that the opportunity to develop an IDP is offered equally to all employees in my organization



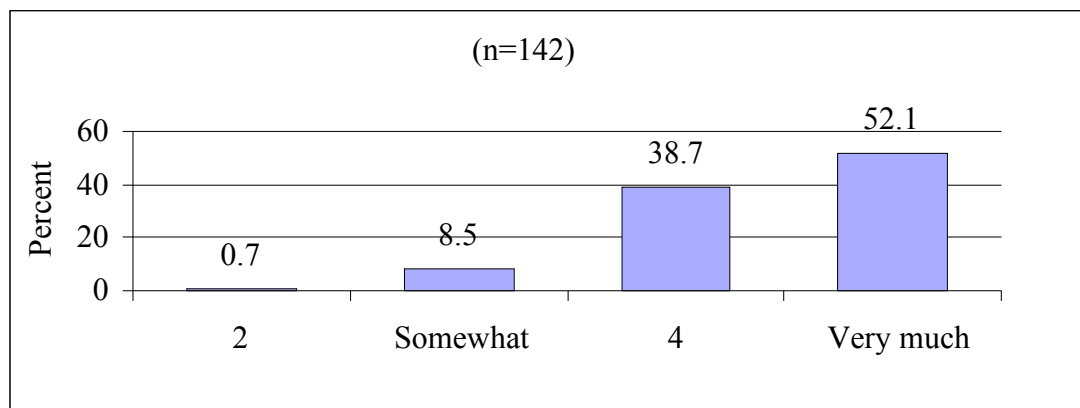
Q55. Supervisors: I am knowledgeable about the IDP process



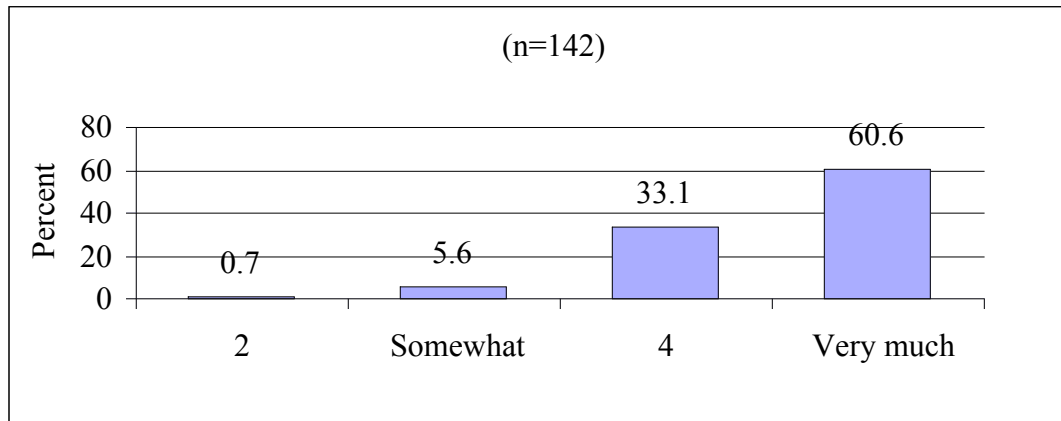
Q56. Supervisors: I am knowledgeable about resources (training, etc.) available at GSFC to explain the IDP process to employees



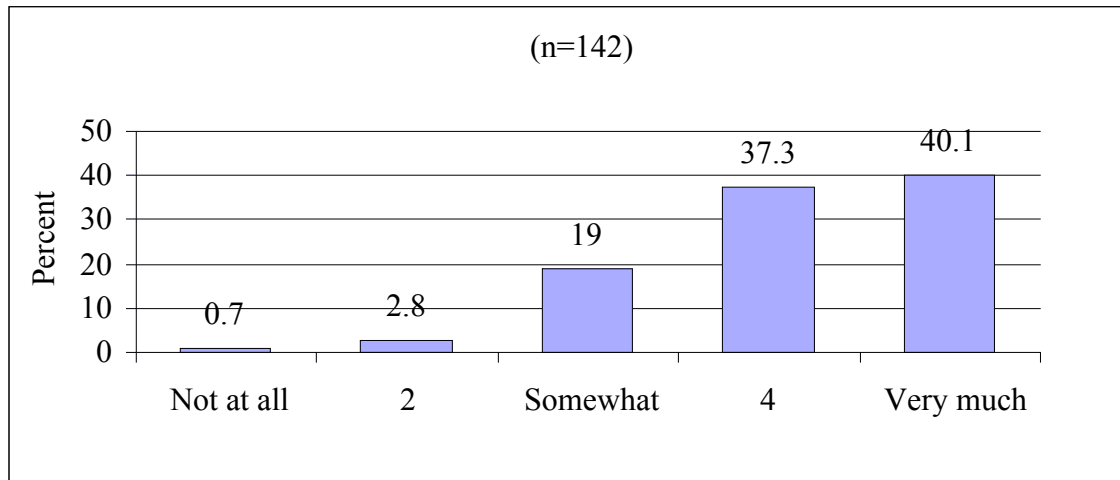
Q57. Supervisors: I am knowledgeable about training and development opportunities with all of my employees



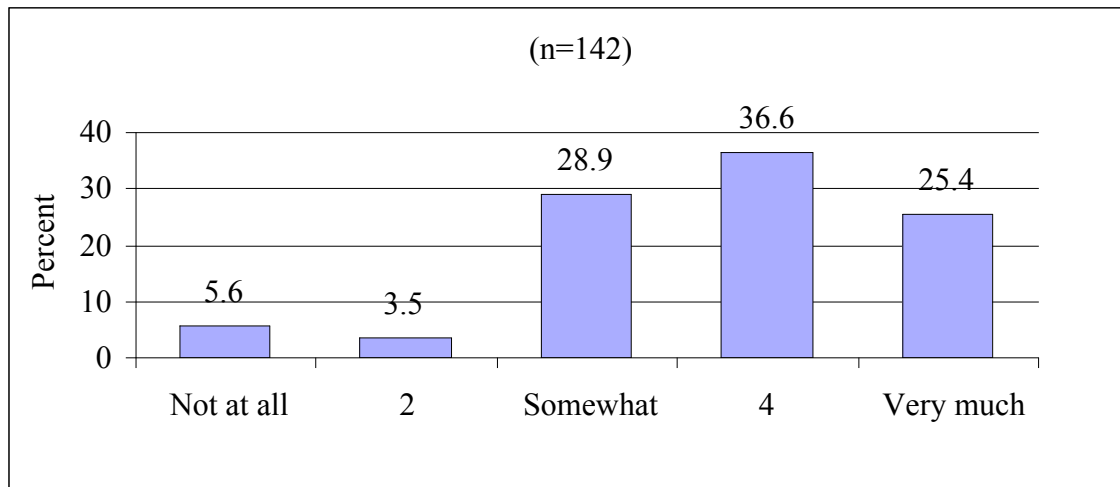
Q58. Supervisors: I openly share information about training and development opportunities with all of my employees



Q59. Supervisor: I am skilled in holding conversations with my employees regarding their professional development



Q60. Supervisors: I am skilled at helping employees develop their IDP's



Q61. Supervisors: I mentor employees who are not my direct reports

